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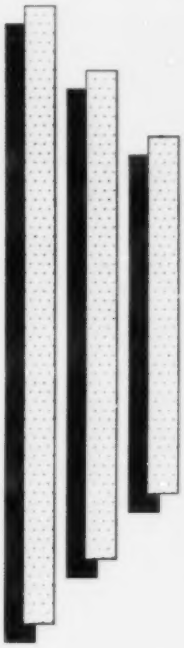

Health and Social Service Workforce in Hospitals and Nursing Homes 1991

Alberta
Health and Social Services
Disciplines Committee

Health and Social Service Workforce in Hospitals and Nursing Homes 1991

Alberta Health and Social Services Disciplines Committee
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T5J 3S8

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1.0 Introduction

The Alberta Health and Social Services Disciplines Committee has conducted an annual survey of health and social service employers since 1979. The survey collected information from employers on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel, and recruitment difficulties. Over 42 percent of the health and social service personnel reported in the 1991 survey were employed by hospitals and nursing homes. In total, the hospital and nursing home sector accounted for 3.0 percent of the employed labour force in Alberta in 1991.

In the 1991 survey, hospital and nursing homes reported the first decline (2.8%) in the number of permanent personnel employed since 1988. All of the decline in the number of permanent personnel was due to the drop in the number of full-time staff (8.6%), which was countered to some extent by an increase in the number of part-time staff (5.6%). The total number of full-time equivalent positions decreased by 7.0 percent, from 31,435 to 29,230.

The reduction in the number of permanent personnel from 1990 to 1991 was accompanied by a substantial drop in the number of vacant positions (1,339 to 637) and in the vacancy rate (4.3% to 2.2%). The turnover rate, measuring the proportion of resignations, also declined from 13.0 percent (1990) to 10.1 percent (1991).

2.0 Alberta in Review and Future Trends

To place the hospital and nursing home workforce in context, a brief review of the demographic, social, and economic climate of Alberta is provided below.

Demographic and Economic Changes

- Alberta's population grew by 52,000 (2.1%) during the year prior to March 31, 1991, the highest 12 month growth since 1982. Increases during 1990 in both interprovincial migration (9,000), primarily from Ontario, and international migration (13,000) resulted from the more promising economic and employment prospects in Alberta compared to other provinces.

- The annual increase in the size of the labour force (2.7%), due mainly to increased migration to the province, exceeded the growth in employment (1.1%) from March, 1990 to March, 1991. As a result, the seasonally adjusted provincial unemployment rate in March increased from 6.4 percent (1990) to 7.7 percent (1991).

- There was an increase in the number of unemployment insurance claims filed during March by personnel in health and social service occupations from 1990 to 1991. Some of the largest increases in the number of claims occurred for registered nurses/graduate nurses/nurses in training (208 to 485), nursing attendants (295 to 396), social workers (219 to 249), licensed practical nurses

(154 to 167), pharmacists (16 to 31) and dietitians/nutritionists (15 to 26).[1]

- The Canadian economy entered a recession in 1990. Cost containment and improved economic efficiency were some of the general themes throughout most sectors of the province. The provincial government's efforts at budget control continued to limit the growth of public expenditures.

- The total provincial operating grant to health units, hospitals and long-term care facilities increased by 3.0 percent as of April 1, 1990. The acute care funding plan, which was designed to reallocate existing resources on the basis of a number of factors including, severity of illness and treatment efficiency, was introduced in October of 1990, and again in April of 1991 to the budgets of 29 of the largest urban acute care facilities in Alberta. The most substantial reallocation of funds (13 million) occurred in the budget adjustment in April 1991. The funding adjustments to these project hospitals were the first steps in implementing the acute care funding plan, which will eventually include all acute care facilities in the province. Future development and refinement of the funding plan will address a number of issues, such as the funding of out-patient services, and the development of hospital role statements to identify areas of duplication and gaps in service delivery.

Educational Initiatives

- Alberta Hospital Edmonton officially closed its school of psychiatric nursing on June 30, 1991. The closure of this school will affect the future supply of registered psychiatric nurses (RPNs) and the future direction of the RPN program at Alberta Hospital Ponoka.

- A collaborative nursing education program with the University of Alberta was implemented at Red Deer College in 1990 and at the five schools of nursing in Edmonton in 1991. In addition to curriculum changes, the collaborative nursing education program improves the integration between the diploma and degree programs by providing students with the opportunity to graduate with either a diploma (after 2 ½ years) or baccalaureate degree (after 4 years).

- The baccalaureate degree in speech-language pathology at the University of Alberta is being discontinued with the last class graduating in May 1994. It is being replaced by a master's degree program to be implemented in September 1992 with a first year enrolment of 30 students.

[1] The data on unemployment insurance claimants was supplied by the Alberta Bureau of Statistics and refers to regular active claimants during March, 1990 and March, 1991 only. Regular active claimants include those claimants on lay-off; those who have voluntarily left their jobs and are looking for work; those who are part-time workers; those who are trainees covered by job-sharing or job creation agreements. It is important to note that the characteristics of the unemployment insurance claimant population cannot be interpreted as the characteristics of all unemployed persons as described by Statistics Canada's Labour Force Survey.

Future Trends

- Increased emphasis on community based as opposed to institutional based patient care will have an effect on the educational preparation and utilization of the health and social service workforce.

- Government initiatives such as the role statement activities currently underway may result in a different utilization of human resources and a different occupational mix.

- Limited growth in government expenditure is expected to continue and may prompt employers to adopt a number of cost reducing strategies, which could include decreasing the number of employees, shifting from permanent to casual staff, increasing the proportion of part-time personnel, and increasing the delegation of duties to the lowest level of authority trained to perform a given task.

- Changes in the socio-ethnic composition of the population are expected from the increased international migration levels and the aging of the population. Demographic trends indicate by the year 2016, the proportion of the population over the age of 65 will double from approximately 8 percent to 16 percent. The aging of the population, along with a higher proportion of immigrants, will have widespread implications for the demand for health and social services and the types of delivery systems required.

- Educational requirements for employment are predicted to increase. By the year 2000, it is estimated that 64 percent of all new jobs (all employment sectors) will require post-secondary education. In the health and social service sector, professional associations, representing a variety of different occupations, continue to support increasing educational requirements for active registration.

3.0 Overview of Employer Survey Data on Hospitals and Nursing Homes

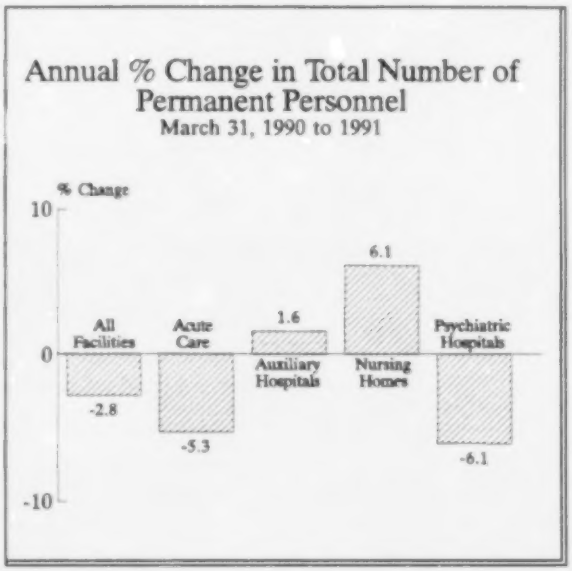
The hospital and nursing home sector in this report includes all facilities in the province which had acute care, auxiliary, nursing home or psychiatric bed designations. Personnel in multi-level facilities, where there was more than one type of bed designation, were counted under the appropriate acute care, auxiliary, or nursing home division of the facility. Psychiatric hospitals include Alberta Hospital Edmonton and Alberta Hospital Ponoka.[2] Appendix 1 reviews the survey methodology and summarizes the response rates from 1987 to 1991.

Hospitals and nursing homes accounted for 42.5 percent of the health and social service personnel reported in the 1991 survey. Appendix 2, page 31, provides an occupational data summary for hospital and nursing homes on the type and number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates, from 1990 to 1991.

[2] Staff employed on psychiatric wards in acute care facilities have been included under acute care hospitals.

Some of the major highlights on the hospital and nursing home workforce from 1990 to 1991 are given below, followed by a series of graphs, which provide a broader analysis of annual data from 1987 to 1991.

3.1 Permanent Personnel



• The number of permanent personnel employed by hospitals and nursing homes declined by 2.8 percent, from 37,794 (1990) to 36,721 (1991). All of the decline in permanent personnel was due to the substantial drop in the number of full-time personnel (8.6%). The number of part-time personnel increased (5.6%). Overall, there was a decline of 7.0 percent in the number of full-time equivalent positions.

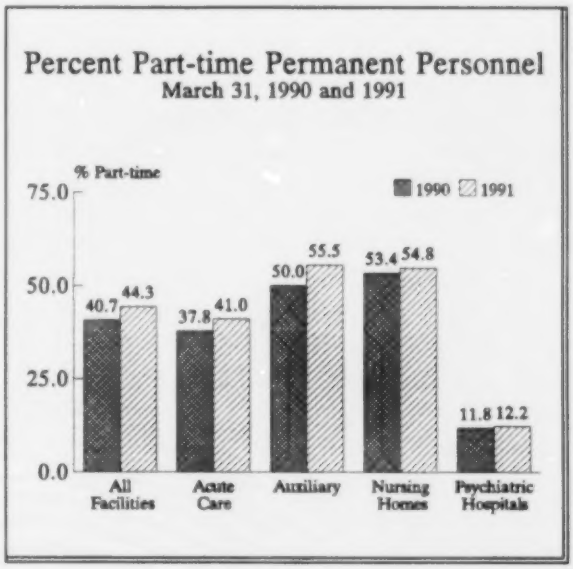
• Acute care hospitals reported a substantial decrease of 5.3 percent in the number of permanent personnel employed from 1990 (26,012) to 1991 (24,630). Again, all of the decline in permanent personnel was due to the drop in the number of full-time personnel (10.2%). The number of part-time personnel, in contrast, increased by 2.8 percent.

• The total number of permanent personnel employed by psychiatric hospitals decreased by 6.1 percent from 1990 (1,277) to 1991 (1,199). The decline was due to a drop in both the number of full-time personnel (6.5%) and the number of part-time personnel (3.3%).

• Nursing homes were the only group to report a substantial growth (6.1%) in the number of permanent personnel from 1990 (4,845) to 1991 (5,139). There was an increase in both the number of full-time personnel (2.7%) and part-time personnel (9.0%).

• There was a small increase of 1.6 percent in the number of permanent personnel working in auxiliary hospitals from 1990 (5,660) to 1991 (5,753). As with most other employers, the number of personnel employed full-time declined (9.5%), while the number employed part-time increased substantially (12.8%).

3.2 Part-time Permanent Personnel



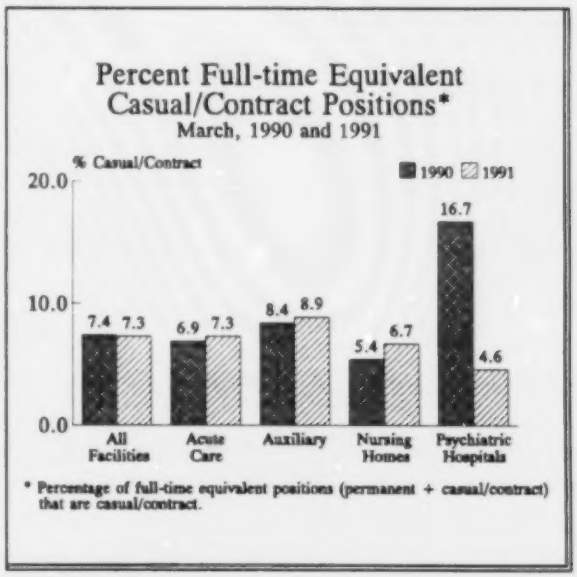
• The percentage of part-time personnel employed in hospital and nursing home facilities increased from 40.7 percent (1990) to 44.3 percent (1991).

• Substantial increases from 1990 to 1991 in the percentage of part-time personnel occurred in auxiliary hospitals (50.0% to 55.5%) and acute care hospitals (37.8% to 41.0%).

• Nursing homes continued to have a high proportion of part-time personnel in 1990 (53.4%) and 1991 (54.8%).

• Psychiatric hospitals reported the lowest percentage of part-time personnel within the hospital sector in 1990 (11.8%) and 1991 (12.2%).

3.3 Casual/Contract/Temporary/Relief Personnel



• The total number of full-time equivalent casual/contract personnel employed in March by hospitals and nursing homes dropped by 7.6 percent from 2,505 (1990) to 2,315 (1991).

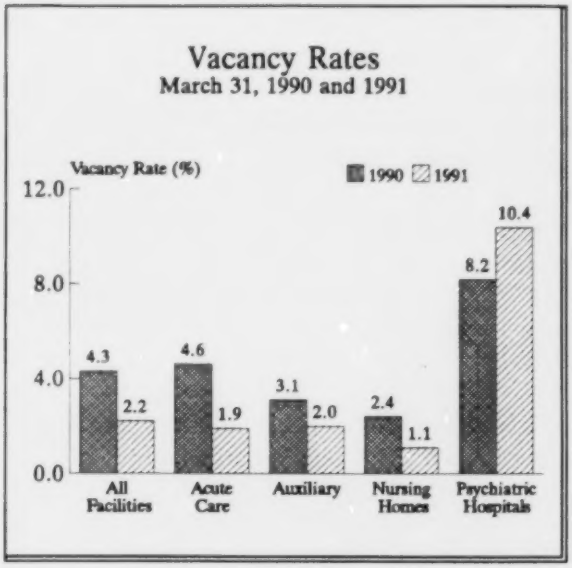
• The number of full-time equivalent casual/contract personnel employed during March in psychiatric hospitals declined by a substantial 76.8 percent from 263 (1990) to 61 (1991).

• Acute care hospitals reported a smaller decline (3.8%) from 1990 to 1991 in the number of full-time equivalent casual/contract personnel (1,630 to 1,568) working in March.

• Nursing homes reported a considerable increase (31.3%) in the number of full-time equivalent casual/contract personnel employed in March from 1990 (208) to 1991 (273).

• Auxiliary hospitals recorded a smaller increase of 2.2 percent in the number of full-time equivalent casual/contract personnel working during March from 1990 (404) to 1991 (413).

3.4 Vacancy Rates



• The number of full-time equivalent vacant positions in hospitals and nursing homes dropped dramatically from 1,339 (1990) to 637 (1991). The total vacancy rate declined from 4.3 percent (1990) to 2.2 percent (1991).

• Acute care facilities reported the largest decline in the number of full-time equivalent vacant positions from 1990 (1,006) to 1991 (378). The corresponding vacancy rate declined from 4.6 percent to 1.9 percent.

• The number of full-time equivalent vacant positions for auxiliary hospitals dropped from 137 (1990) to 87 (1991), while the vacancy rate declined from 3.1 percent to 2.0 percent.

• The number of full-time equivalent vacant positions reported by nursing homes dropped by over one-half, from 89 (1990) to 41 (1991). The corresponding vacancy rate declined from 2.4 percent to 1.1 percent.

• Psychiatric hospitals reported an increase from 1990 to 1991 in the number of vacant positions (108 to 131) and in the vacancy rate (8.2% to 10.4%). However, there was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) at Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel in psychiatric hospitals has been over-counted.

3.5 Three Month Vacant Positions

• The number of positions in hospitals and nursing homes that were vacant on March 31 for three months or longer declined by 74.0 percent from 377 (1990) to 98 (1991).

• Acute care hospitals reported the largest decrease in the number of positions vacant for three months or longer on March 31 from 1990 (226) to 1991 (46).

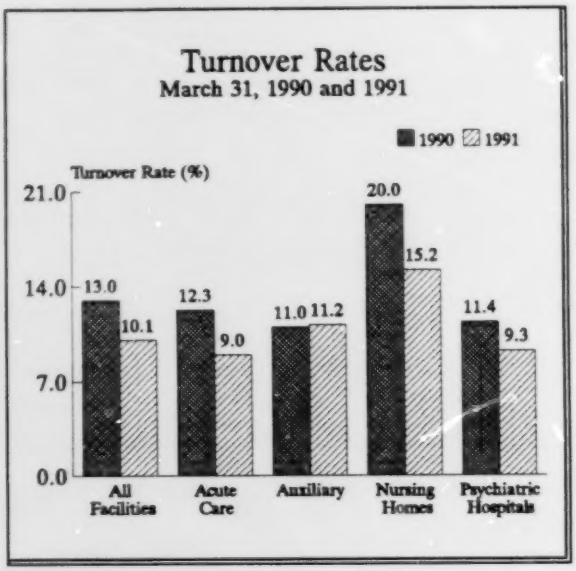
• Other substantial declines from 1990 to 1991 in the number of positions on March 31 that were vacant for three months or longer were reported by auxiliary hospitals (32 to 15), nursing homes (66 to 21) and psychiatric hospitals (54 to 16).

3.6 Turnover Rates

• There was a general decline for all hospital and nursing home facilities in the number of full-time equivalent resignations from 1990 (4,089) to 1991 (2,959). The overall turnover rate dropped from 13.0 percent to 10.1 percent.

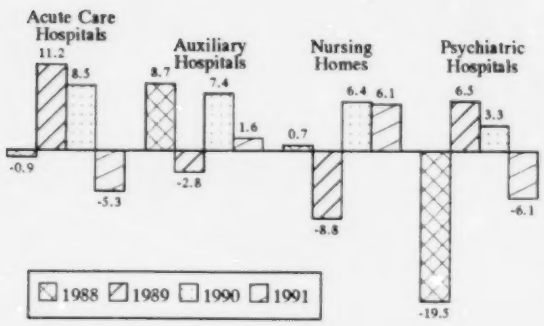
• There were notable declines in the number of full-time equivalent resignations reported by acute care hospitals (2,729 to 1,795), nursing homes (729 to 572) and psychiatric hospitals (149 to 118).

• There was little change observed from 1990 to 1991 in the turnover rate for auxiliary hospitals (11.0% to 11.2%).

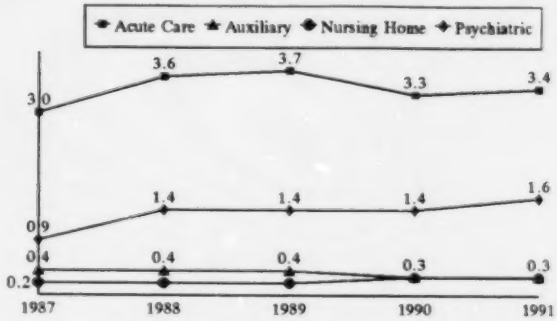


Hospitals and Nursing Homes
Annual Workforce Data
1987-1991

Annual % Change in Number of of Permanent Personnel
March 31, 1988 to 1991

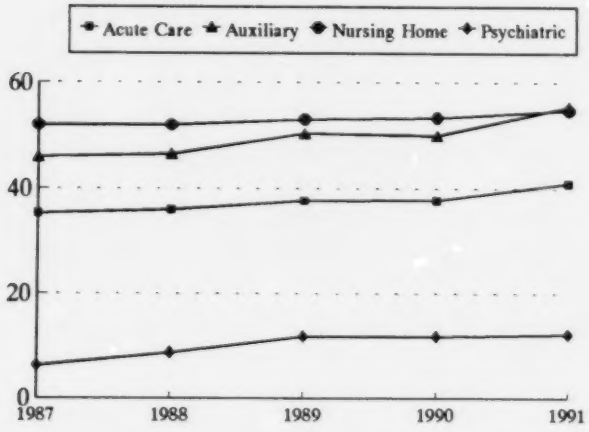


Number Full-Time Equivalent RN/RPNs to 1 Non-RN Nursing Staff*
March 31, 1987 to 1991

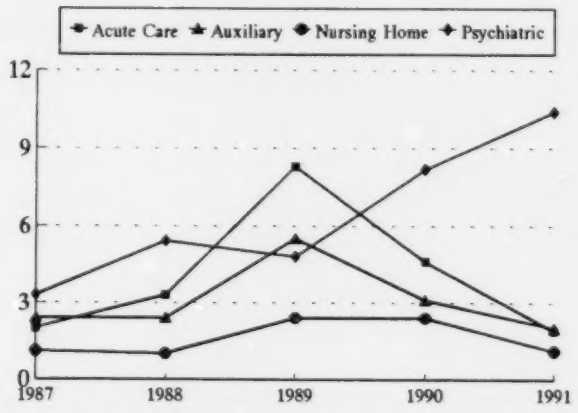


* Does not include RN/RPNs employed in administration, education, or occupational health.

Percent Part-time Permanent Personnel
March 31, 1987 to 1991



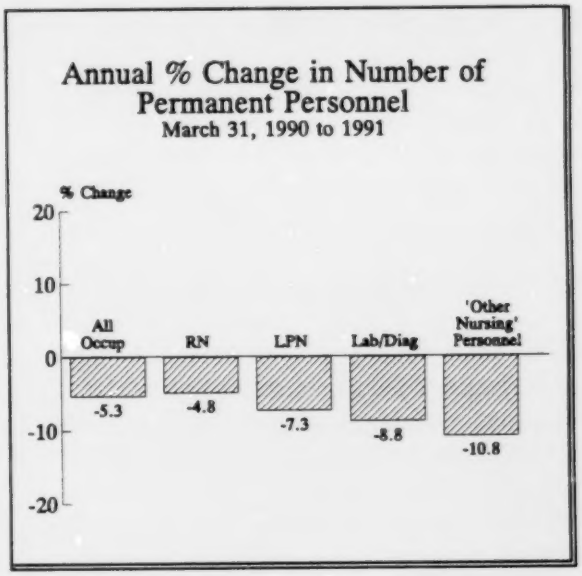
Vacancy Rates
March 31, 1987 to 1991



4.0 Acute Care Hospitals

In 1991, acute care hospitals accounted for over two thirds (67.1%) of the total permanent personnel employed by hospitals and nursing homes. Appendix 3, page 37, provides a summary for acute care hospitals of the type and number of permanent personnel, vacant positions, resignations, as well as vacancy rates and turnover rates in 1990 and 1991. Some of the major highlights from the 1990 and 1991 employer survey are given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1991.

4.1 Permanent Personnel



• Acute care hospitals reported a substantial decrease of 1,382 (5.3%) in the number permanent personnel employed from 1990 to 1991. All of this decrease was due to a drop in the number full-time personnel (10.2%). The number of part-time personnel, in contrast, increased by 2.8 percent.

• Almost one half of the decline in the number permanent personnel in acute care hospitals was due to the decrease (4.8%) in the number of registered nurses. The number of registered nurses employed on a full-time basis dropped sharply (12.0%), while the number employed part-time increased (5.9%). The largest percentage decreases were seen in the number of nurses specializing in nursing education (40.7%) and administration (26.5%). One of the few areas which showed growth in the number of registered nurses was general duty nursing (25.4%).

• Declines from 1990 to 1991 were also reported for non-RN nursing personnel; the total number of licensed practical nurses decreased by 186 (7.3%) while the number of 'other nursing' staff dropped by 88 (10.8%).

• The total number of laboratory/diagnostic personnel employed in acute care hospitals declined by 305 (8.8%) from 1990 to 1991. Substantial decreases were seen in the number of medical laboratory assistant/aides (14.7%), medical laboratory technicians (9.5%), respiratory therapists (13.5%), and electrocardiographic (ECG) technicians (26.1%).

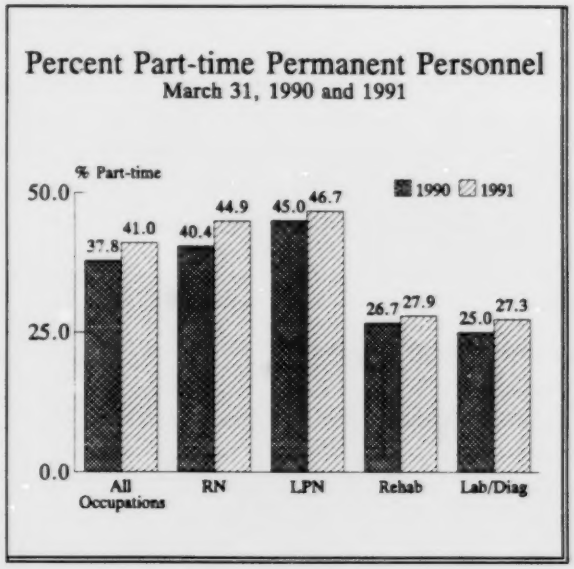
• The number of rehabilitation personnel decreased by 66 (5.5%) from 1990 to 1991. Some of the most notable decreases occurred in the number of physical therapists (450 to 433), speech-language pathologists (109 to 99) and clinical audiologists (26 to 18).

4.2 Part-time Permanent Personnel

• The total percentage of personnel employed on a part-time basis by acute care hospitals increased from 37.8 percent (1990) to 41.0 percent (1991).

• Increases were reported in the percentage of part-time registered nurses (40.4 to 44.9) and licensed practical nurses (45.0 to 46.7). In contrast, a small decline was reported in the number of 'other nursing' staff employed part-time (41.6% to 40.9%).

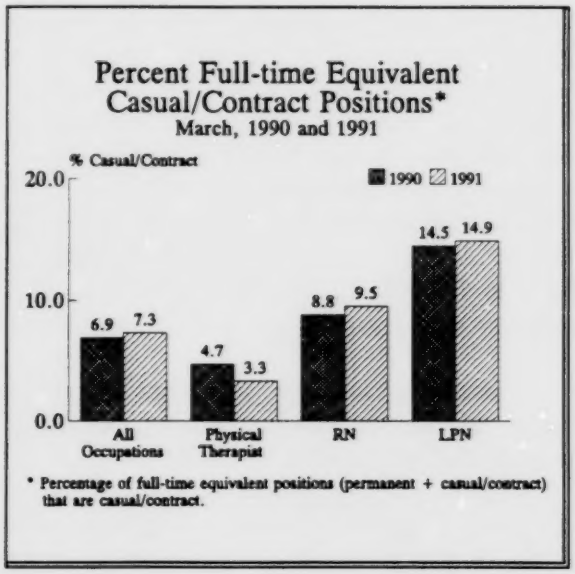
• Increases from 1990 to 1991 were reported in the proportion of part-time occupational therapists (25.9% to 28.3%) and speech-language pathologists (27.5% to 31.3%).



4.3 Casual/Contract/Temporary/Relief Personnel

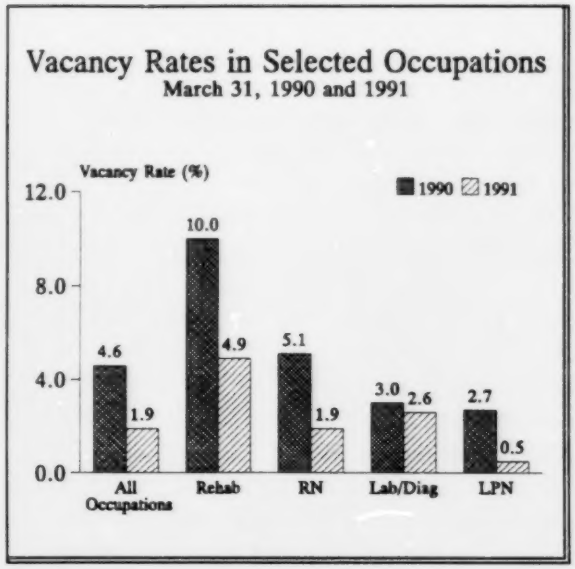
• The total number of full-time equivalent casual/contract personnel employed in March by acute care hospitals dropped by 3.8 percent from 1,630 (1990) to 1,568 (1991). However, the proportion of personnel employed on a casual/contract basis (as opposed to permanent) increased from 6.9 percent to 7.3 percent.

• The number of registered nurses working on a casual/contract basis during March declined by 2.1 percent, from 1,072 to 1,049. Again, the proportion of casual/contract registered nurses in relation to the number of permanent registered nurses increased from 8.8 percent to 9.5 percent.



• The number of casual/contract licensed practical nurses declined by 7.5 percent (from 345 to 319), although like other occupations, the number of licensed practical nurses employed on a casual contract basis compared to a permanent basis increased slightly from 14.5 percent to 14.9 percent.

4.4 Vacancy Rates



• The number of vacant full-time equivalent positions reported by acute care hospitals declined dramatically from 1990 (1,006) to 1991 (378), resulting in a drop in the total vacancy rate from 4.6 percent to 1.9 percent.

• The number of vacant positions for registered nurses declined substantially from 566 to 186, with declines in the number of vacant positions reported in almost every nursing specialty. The total vacancy rate for registered nurses dropped from 5.1 percent (1990) to 1.9 percent (1991).

• There was a corresponding decline in the number of vacant positions for licensed practical nurses (54 to 10) and for 'other' nursing personnel (40 to 8).

• The total number of vacant positions for rehabilitation personnel also dropped considerably from 116 (1990) to 51 (1991). Over one-half of the vacant positions (35) reported in 1991 were for physical therapists, although there was a notable vacancy rate decrease for this occupational group from 1990 to 1991 (13.1% to 8.6%). Other substantial vacancy rate decreases were reported for occupational therapists (15.1% to 4.1%) and speech-language pathologists (3.6% to 0.6%).

4.5 Three Month Vacant Positions

• The number of positions vacant for three months or longer on March 31 in acute care hospitals decreased significantly from 226 (1990) to 46 (1991).

• The largest number of positions vacant for three months or longer in 1991 were reported for physical therapists (25).

• Registered nurses had the largest drop in the number of three month vacancies from 1990 (135) to 1991 (9). Other notable declines from 1990 to 1991 in the number of three month vacancies were reported for licensed practical nurses (11 to 3), occupational therapists (14 to 3) and laboratory/diagnostic personnel (10 to 3).

4.6 Turnover Rates

• Acute care hospitals experienced a substantial decline in the number of resignations from 1990 (2,729) to 1991 (1,795) and in the corresponding turnover rate (12.3% to 9.0%).

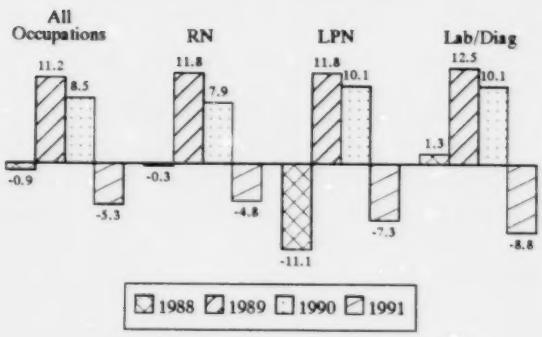
• Substantial declines in turnover rates were reported for many occupations including dietitians (14.6% to 11.0%), laboratory/diagnostic personnel (9.6% to 7.3%), registered nurses (13.3% to 9.1%), licensed practical nurses (9.8% to 5.7%) and occupational therapists (21.7% to 18.1%).

• There was no notable change from 1990 to 1991 in the number of resignations reported for physical therapists (82 to 81).

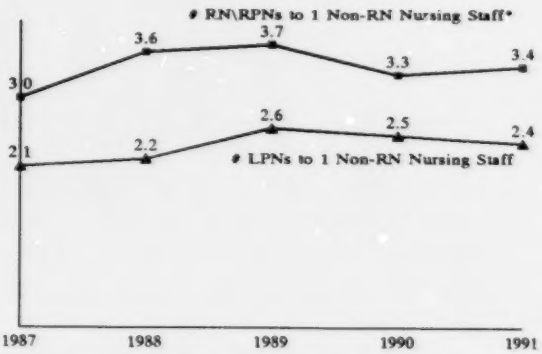
• Social workers were one of the few occupational categories to show a significant turnover rate increase from 1990 (8.7%) to 1991 (14.8%).

Acute Care Hospitals
Annual Workforce Data
1987-1991

Annual % Change in Number of of Permanent Personnel
March 31, 1988 to 1991

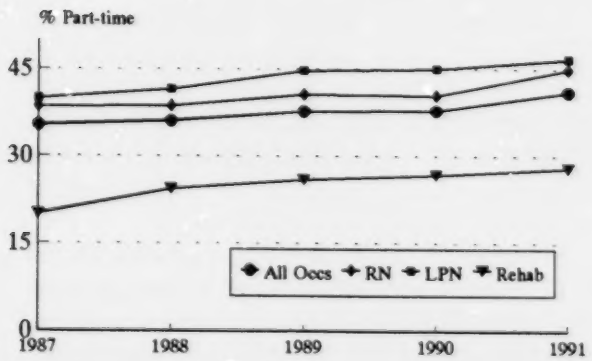


Full-Time Equivalent Personnel Ratios
March 31, 1987 to 1991

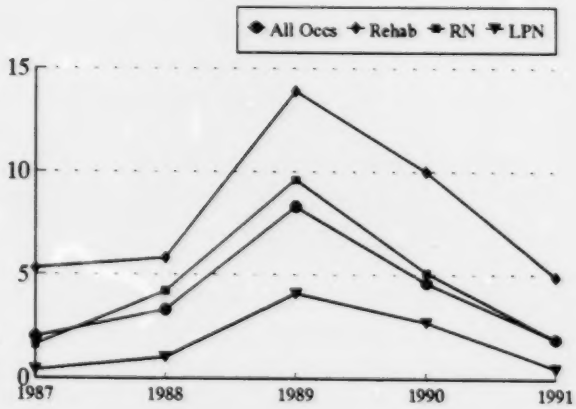


* Does not include RN/RPNs employed in administration, education, or occupational health.

Percent Part-time Permanent Personnel
March 31, 1987 to 1991



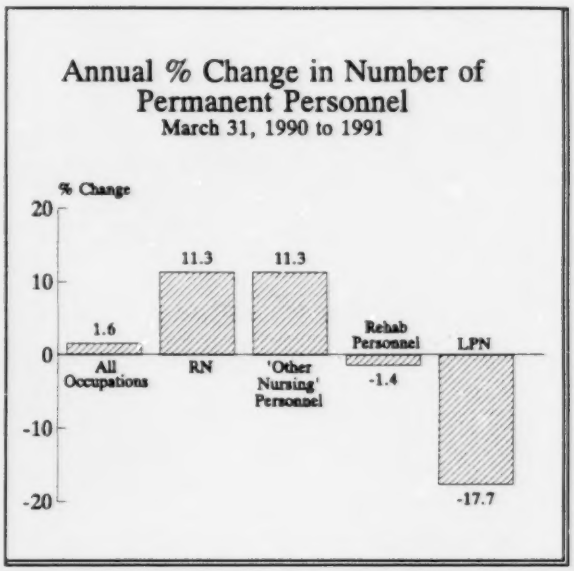
Vacancy Rates
March 31, 1987 to 1991



5.0 Auxiliary Hospitals

Auxiliary hospitals employed approximately 16 percent (5,753) of the health and social service personnel reported by hospitals and nursing homes in 1991. Appendix 4, page 43, provides a summary of the type and number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates in auxiliary hospitals for 1990 and 1991. Major highlights of the data from these surveys are given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1991.

5.1 Permanent Personnel



• There was a small increase of 1.6 percent in the number of permanent personnel employed by auxiliary hospitals from 1990 to 1991. Overall, the number of part-time personnel increased (12.8%), while the number of full-time personnel declined (9.5%).

• In contrast to other hospital facilities, the number of registered nurses employed in auxiliary settings increased by 11.3 percent, from 1,201 to 1,337. However, all of the growth in the number of registered nurses was due to an increase in the number employed part-time (23.1%); the number of full-time registered nurses declined by 2.1 percent.

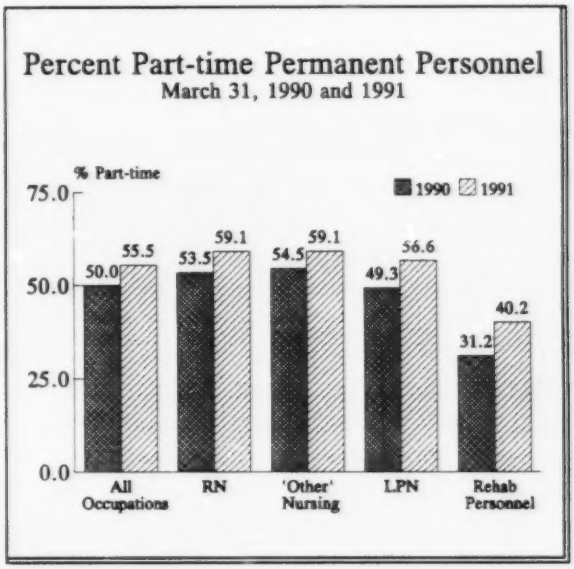
• The number of 'other nursing' staff also increased (11.3%) from 1990 (1,569) to 1991 (1,747). Again, most of the growth in the number of 'other' nursing staff was due to an increase in the number employed part-time (20.7%).

• The number of licensed practical nurses employed from 1990 (1,606) to 1991 (1,321) declined by 17.7 percent, with most of the decline occurring among the number employed full-time (29.7%).

• There was a small decrease of 1.4 percent reported in the total number of rehabilitation personnel employed from 1990 (436) to 1991 (430). Notable decreases were reported in the number of physical therapists (23.2%), recreation therapists (17.5%) and occupational therapists (11.1%). In contrast to these declines, there were increases in the number of occupational assistants/aides, physical therapy assistants/aides, rehabilitation assistants/aides, and 'other rehabilitation' personnel.

• The number of social workers employed in auxiliary facilities increased from 17 (1990) to 27 (1991). The largest increase occurred in the number of social workers with a bachelor's degree in social work.

5.2 Part-time Permanent Personnel



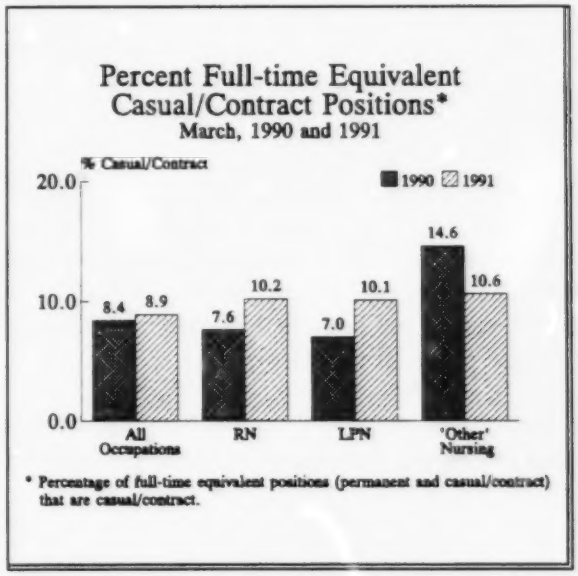
• The proportion of health and social service personnel employed part-time by auxiliary hospitals increased substantially from 50.0 percent (1990) to 55.5 percent (1991).

• The percentage of part-time increased among registered nurses (53.3% to 59.1%), licensed practical nurses (49.3% to 56.6%) and 'other' nursing personnel (54.5% to 59.1%).

• Among rehabilitation personnel, there was an increase in the proportion of part-time occupational therapists (25.4% to 33.9%), physical therapists (43.9% to 57.1%) and recreational therapists (12.5% to 21.2%).

• The percentage of social workers employed part-time increased from 11.8 percent (1990) to 22.2 percent (1991).

5.3 Casual/Contract/Temporary/Relief Personnel



• The total number of full-time equivalent casual/contract personnel employed in March by auxiliary hospitals increased slightly by 2.2 percent from 1990 (404) to 1991 (413).

• The number of registered nurses employed on a casual/contract basis in March increased by a substantial 43.4 percent from 76 to 109. The proportion of registered nurses employed on a casual/contract basis (compared to permanent) also increased from 7.6 percent to 10.2 percent.

• There was an increase of 14.7 percent in the number of casual/contract licensed practical nurses working in March (95 to 109). The proportion of licensed practical nurses employed on a casual/contract basis (in relation to permanent) increased from 7.0 percent to 10.1 percent.

• There was a decline of 24.4 percent in the number of casual/contract 'other' nursing personnel

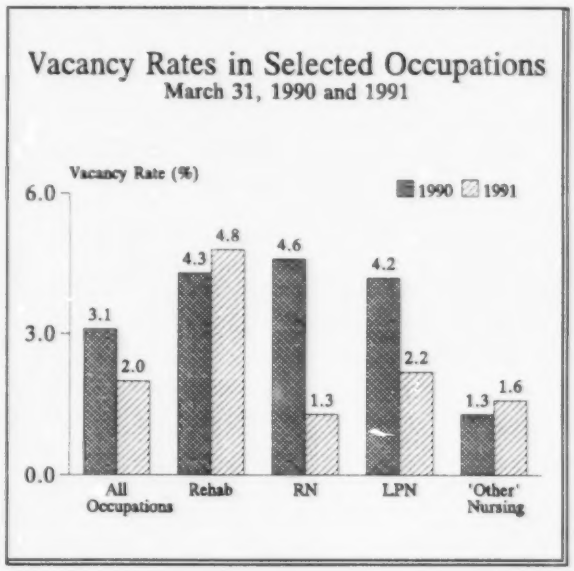
employed during March (197 to 149), while the proportion of casual/contract 'other' nursing personnel (in relation to permanent) dropped from 14.6 percent to 10.6 percent.

5.4 Vacancy Rates

• The total number of full-time equivalent vacant positions reported by auxiliary facilities declined from 137 (1990) to 87 (1991), while the vacancy rate dropped from 3.1 percent to 2.0 percent.

• The number of full-time equivalent vacant positions for registered nurses decreased from 43 (1990) to 13 (1991). The vacancy rate showed a corresponding decline from 4.6 percent to 1.3 percent.

• The vacancy rate for licensed practical nurses declined from 4.2 percent to 2.2 percent. The vacancy rate for 'other nursing' staff increased slightly, although it continued to be low in both 1990 (1.3%) and 1991 (1.6%).



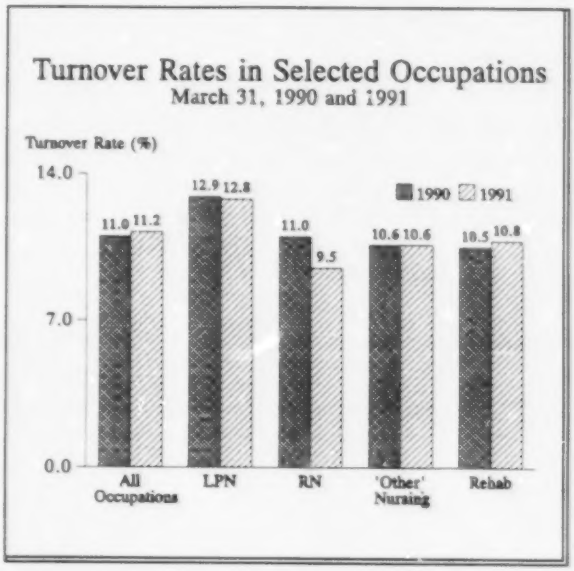
• There was very little change in 1991 from 1990 in the number of full-time equivalent vacant positions for occupational therapists (8) or physical therapists (8).

5.5 Three Month Vacant Positions

• The total number of positions vacant on March 31 for three months or longer in auxiliary hospitals decreased by almost one half, from 32 (1990) to 15 (1991). The majority of three month vacant positions in 1991 were for occupational therapists (5), physical therapists (4) and licensed practical nurses (4).

• The largest declines from 1990 to 1991 in the number of positions vacant for three months or longer occurred for registered nurses (11 to 1) and licensed practical nurses (11 to 4).

5.6 Turnover Rates



• The total number of full-time equivalent resignations in auxiliary hospitals dropped slightly from 482 (1990) to 475 (1991). There was no substantial change in the turnover rate (11.0% to 11.2%).

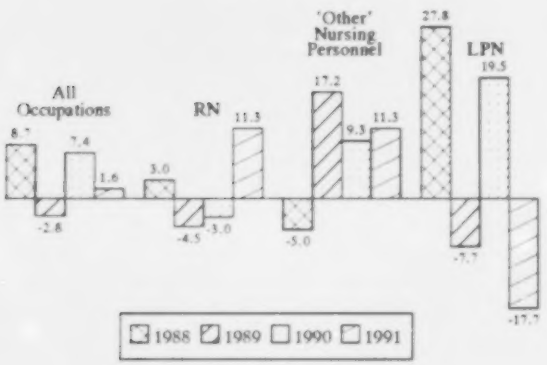
• There was a decline in the number of full-time equivalent resignations by registered nurses from 1990 (102) to 1991 (91) and in the corresponding turnover rate (11.0% to 9.5%).

• There was almost no change in turnover rates for licensed practical nurses (12.9% to 12.8%). The turnover rate for 'other nursing' staff remained the same (10.6% to 10.6%).

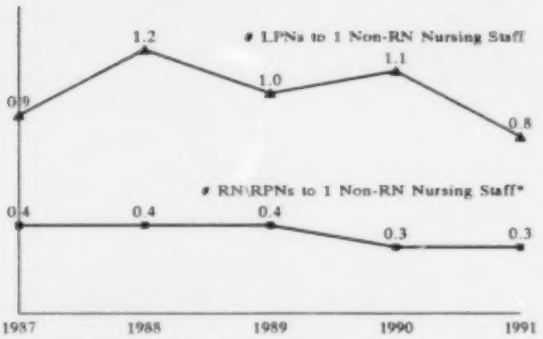
• There was also very little change in the number of full-time equivalent resignations by occupational therapists (9 to 7), physical therapists (7 to 5) and recreational therapists (7 to 8).

Auxiliary Hospitals
Annual Workforce Data
1987-1991

Annual % Change in Number of of Permanent Personnel
March 31, 1988 to 1991

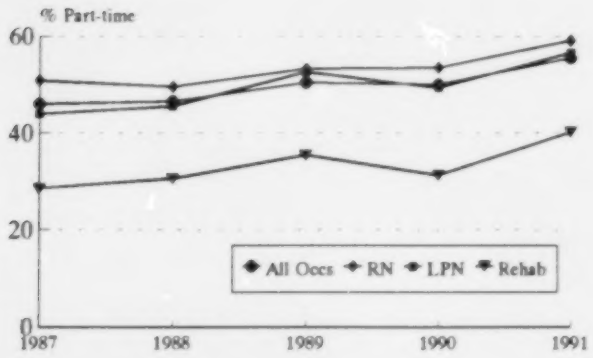


Full-Time Equivalent Personnel Ratios
March 31, 1987 to 1991

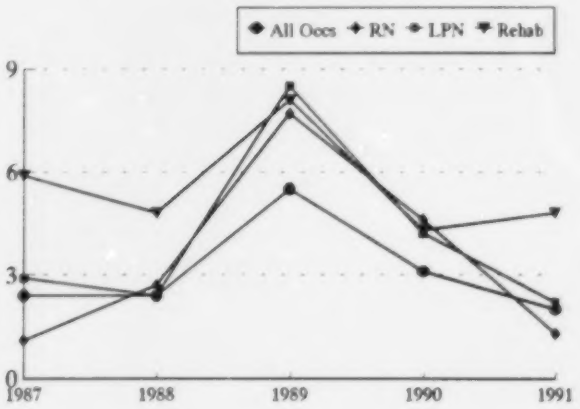


* Does not include RN/RPNs employed in administration, education, or occupational health.

Percent Part-time Permanent Personnel
March 31, 1987 to 1991



Vacancy Rates
March 31, 1987 to 1991

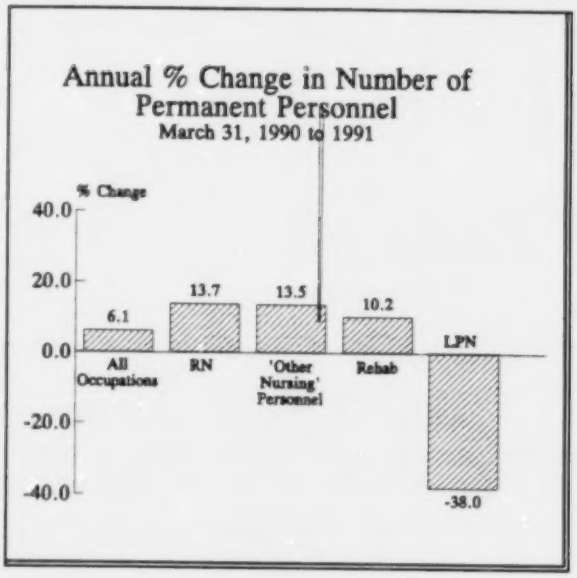


6.0 Nursing Homes

Nursing homes, which reported a total of 5,139 permanent health and social service personnel in 1991, accounted for 14.0 percent of the all the permanent personnel reported by hospitals and nursing homes. Appendix 5, page 47, provides a summary for nursing homes on the type and number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates in 1990 and 1991. Major highlights of the data from these surveys are given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1991.

6.1 Permanent Personnel

• The total number of permanent personnel working in nursing homes increased by 6.1 percent, from 4,845 (1990) to 5,139 (1991). Increases were reported both in the number of part-time personnel (9.0%) and in the number of full-time personnel (2.7%).



• Registered nurses increased in number by a total of 13.7 percent from 1990 (831) to 1991 (945), with increases occurring in both the number employed full-time (16.5%) and part-time (11.9%).

• The number of 'other nursing' personnel increased by 13.5 percent, from 2,252 (1990) to 2,556 (1991). Increases were reported in the number of 'other nursing' staff working full-time (9.7%) and part-time (17.2%).

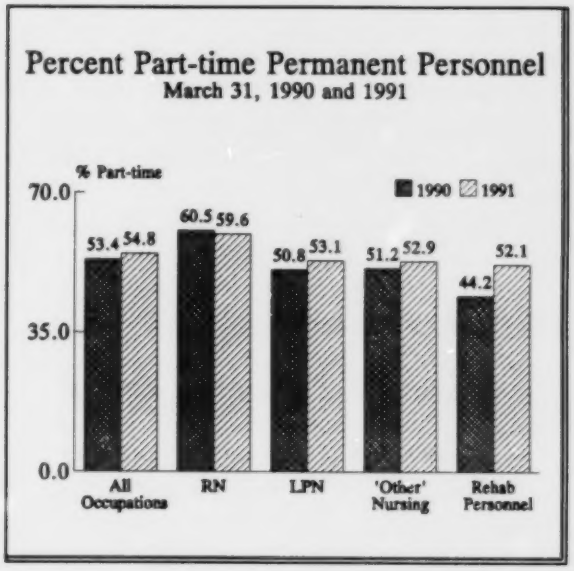
• The total number of licensed practical nurses declined substantially by 38.0 percent, from 258 (1990) to 160 (1991). Decreases were reported in the number of licensed practical nurses working full-time (40.9%) as well as part-time (35.1%).

• There were small changes from 1990 to 1991 in the number of occupational therapists (31 to 41), physical therapists (44 to 37) and recreational therapists (83 to 98).

6.2 Part-time Personnel

• The proportion of personnel employed part-time in nursing homes increased slightly from 53.4 percent (1990) to 54.8 percent (1991).

• Comparatively high proportions of part-time personnel in 1991 were reported for physical therapists (91.9%), occupational therapists (65.9%), registered nurses (59.6%), licensed practical nurses (53.1%) and 'other nursing' staff (52.9%).

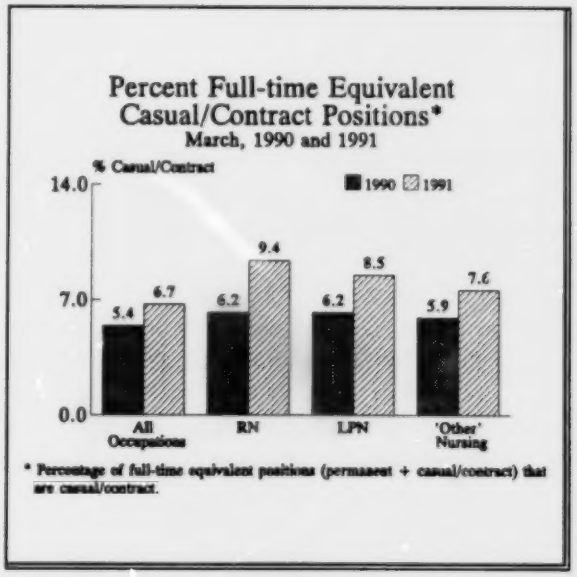


6.3 Casual/Contract/Temporary/Relief Personnel

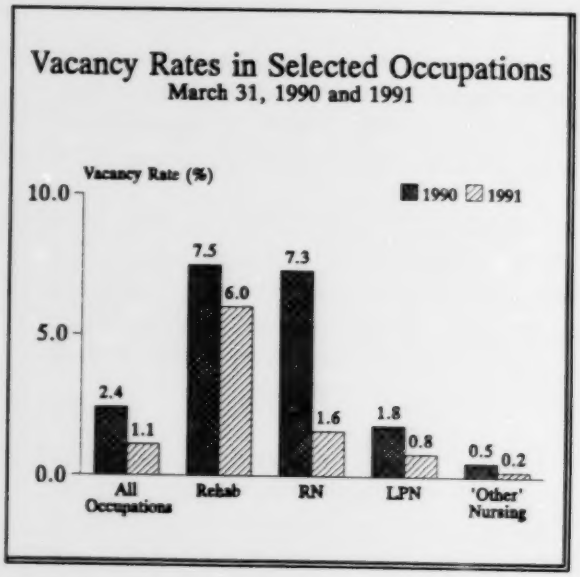
• The number of full-time equivalent casual/contract personnel employed in March by nursing homes increased by 31.3 percent, from 208 (1990) to 273 (1991).

• The largest increases in the number of full-time equivalent casual/contract personnel working in Marcr were reported for registered nurses (41 to 70) and for 'other' nursing personnel (105 to 155).

• There was a comparatively small number of casual/contract licensed practical nurses employed during March in 1990 (13) and 1991 (11).



6.4 Vacancy Rates



• The total number of full-time equivalent vacant positions reported by nursing homes declined by over one-half from 89 (1990) to 41 (1991), along with the vacancy rate which dropped from 2.4 percent to 1.1 percent.

• Registered nurses experienced one of the largest declines in number of vacant positions from 1990 (46) to 1991 (11). The vacancy rate for this occupational group decreased from 7.3 percent to 1.6 percent.

• Very low vacancy rates continued in 1991 for licensed practical nurses (0.8%) and 'other nursing' personnel (0.2%).

• The number of vacant positions from 1990 to 1991 declined for occupational therapists (9 to 4) and physical therapists (14 to 9).

6.5 Three Month Vacant Positions

• The number of positions in nursing homes vacant on March 31 for three months or longer dropped from 66 (1990) to 21 (1991). The majority of the three month vacancies in 1991 were reported for rehabilitation personnel: physical therapists (7), occupational therapists (3) and recreational therapists (3).

• The number of registered nurse positions vacant for three months or longer declined substantially from 44 (1990) to 6 (1991).

6.6 Turnover Rates

• The number of full-time equivalent resignations in nursing homes decreased from 729 (1990) to 572 (1991), along with the turnover rate, which dropped from 20.0 percent to 15.2 percent.

• The number of full-time equivalent resignations by registered nurses decreased from 94 (1990) to 81 (1991). The corresponding turnover rated declined from 15.0 percent to 11.9 percent.

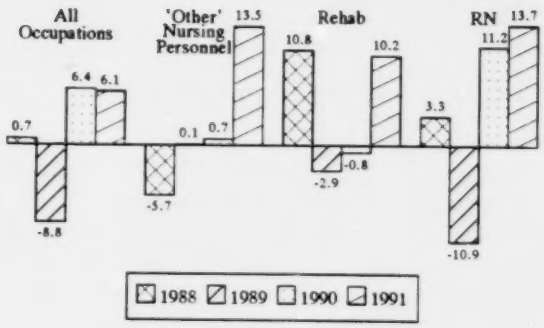
• Nursing homes reported a substantial decline in the number of resignations by 'other' nursing personnel from 380 (1990) to 293 (1991). The turnover rate for this occupational group dropped from 22.5 percent to 15.6 percent.

• The number of full-time equivalent resignations by licensed practical nurses dropped from 23 (1990) to 11 (1991).

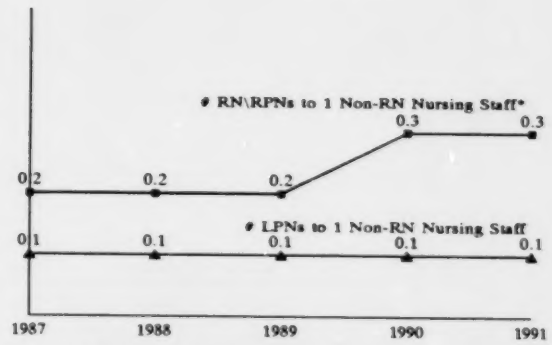
• High turnover rates in 1991 continued for recreational therapists (17.0%) and recreational therapists assistants/aides (18.3%). Comparatively low numbers of resignations were reported for physical therapists (5) and occupational therapists (2).

Nursing Homes
Annual Workforce Data
1987-1991

Annual % Change in Number of of Permanent Personnel
March 31, 1988 to 1991

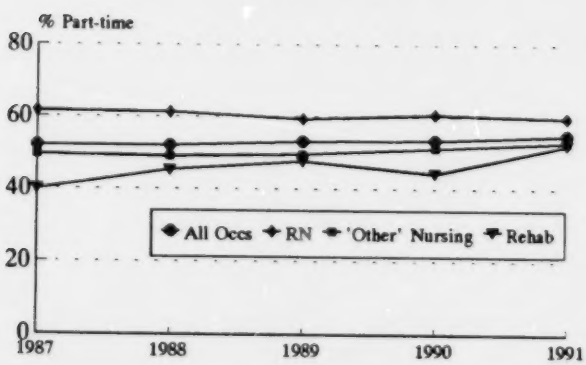


Full-Time Equivalent Personnel Ratios
March 31, 1987 to 1991

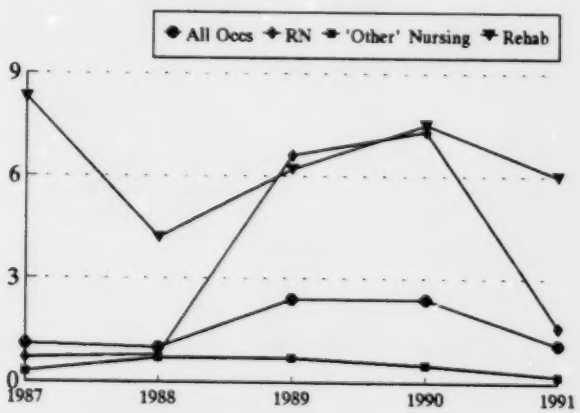


* Does not include RN/RPNs employed in administration, education, or occupational health.

Percent Part-time Permanent Personnel
March 31, 1987 to 1991



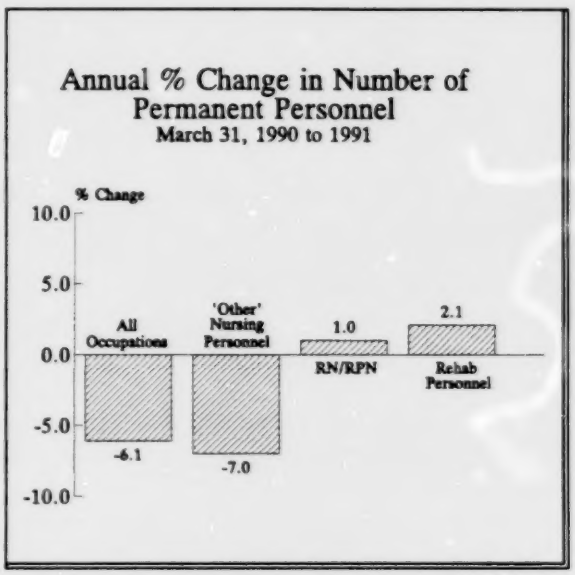
Vacancy Rates
March 31, 1987 to 1991



7.0 Psychiatric Hospitals

The two psychiatric hospitals in the province, Alberta Hospital Edmonton and Alberta Hospital Ponoka, accounted for a total of 1,199 (3.3%) of permanent health and social service personnel reported by hospitals and nursing homes in 1991. Appendix 6, page 50, provides a comparison from 1990 to 1991 of the type and number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates. Some major highlights from Appendix 6 are given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1991.

7.1 Permanent Personnel



- The total number of permanent personnel employed by psychiatric hospitals declined by 6.1 percent, from 1,277 (1990) to 1,199 (1991). Declines were reported both in the number of full-time personnel (6.5%) and in the number of part-time personnel (3.3%).

- The number of permanent RN/RPNs increased slightly from 574 (1990) to 579 (1991).

- The number of 'other' nursing personnel decreased by a notable 7.0 percent, from 371 (1990) to 345 (1991).

- The number of rehabilitation personnel increased by 2.1 percent, with the largest increase occurring in the number of occupational therapists (19 to 26).

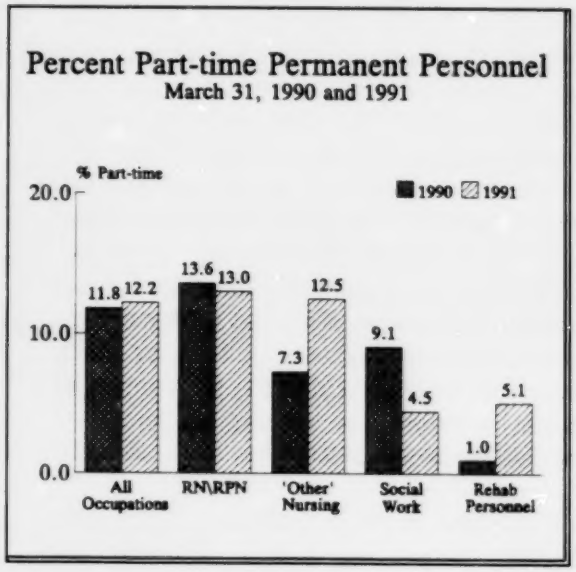
7.2 Part-time Permanent Personnel

• Psychiatric hospitals reported a slight increase in the total proportion of personnel employed part-time from 1990 (11.8%) to 1991 (12.2%).

• There was very little change in the percentage of RN/RPNs employed part-time (13.6% to 13.0%).

• Notable increases in the proportion of part-time were reported among 'other' nursing staff (7.3% to 12.5%) and rehabilitation personnel (1.0% to 5.1%).

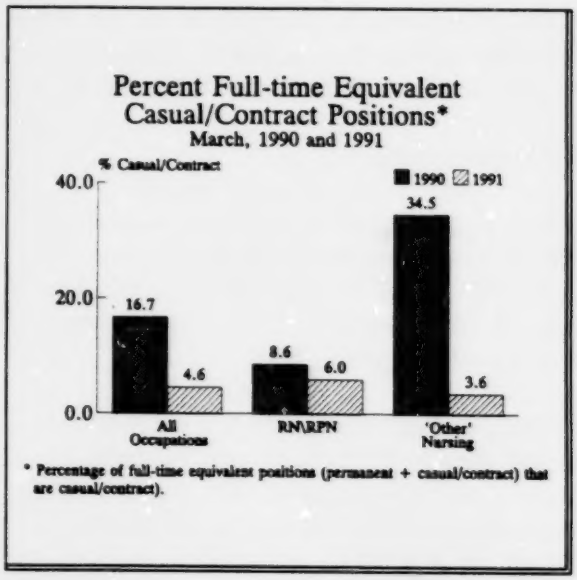
• The number of social workers employed on a part-time basis dropped from 9.1 percent to 4.5 percent.



7.3 Casual/Contract/Temporary/Relief Personnel

• The total number of full-time equivalent casual/contract personnel working during March declined substantially from 263 (1990) to 61 (1991). The proportion of personnel employed on a casual/contract basis (in relation to permanent) also showed a notable decline from 16.7 percent to 4.6 percent.

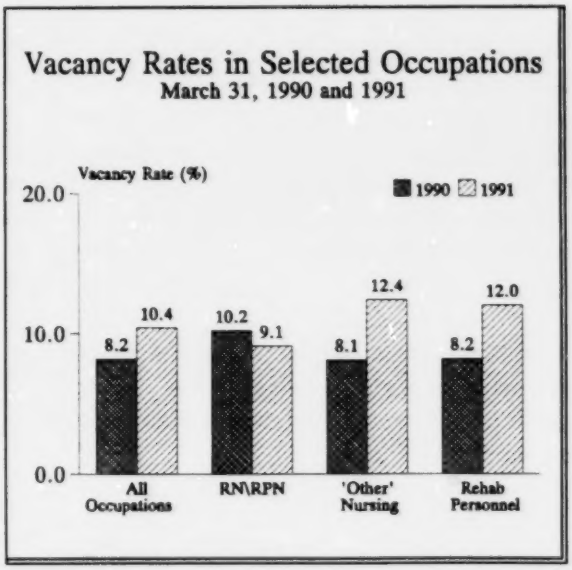
• The total number of full-time equivalent casual/contract RN/RPNs employed during March dropped from 56 (1990) to 38 (1991). The proportion of RN/RPNs employed on a casual/contract basis (compared to permanent) decreased as well from 8.6 percent to 6.0 percent.



• The largest decline in the number of casual/contract personnel was reported for 'other' nursing personnel (205 to 14). The percentage of 'other' nursing personnel working on a casual/contract basis dropped considerably from 34.5 percent to 3.6 percent.

7.4 Vacancy Rates

• Psychiatric hospitals reported an increase in the number of vacant positions from 108 (1990) to 131 (1991). The total vacancy rate increased from 8.2 percent (1990) to 10.4 percent (1991). However, there was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) at Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel in psychiatric hospitals has been over-counted.



• There was an increase from 1990 to 1991 in the number of vacant positions for psychologists (3 to 8), physical therapists (2 to 5) and social workers (2 to 5).

7.5 Three Month Vacant Positions

• The total number of positions vacant for three months or longer on March 31 declined from 54 (1990) to 16 (1991). All of the three month vacant positions reported in 1991 were either for psychologists (6), occupational therapists (6) or physical therapists (4).

7.6 Turnover Rates

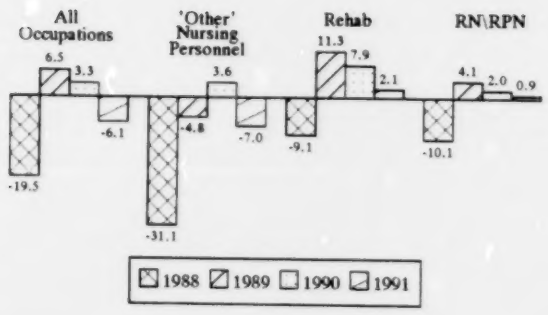
• The total number of full-time equivalent resignations in psychiatric hospitals dropped from 149 (1990) to 118 (1991), while the turnover rate declined from 11.4 percent (1990) to 9.3 percent (1991).

• RN\RPNs were one of the few occupations groups employed by psychiatric hospitals to show an increase in the number of resignations (48 to 57) and in the turnover rate (8.1% to 9.5%).

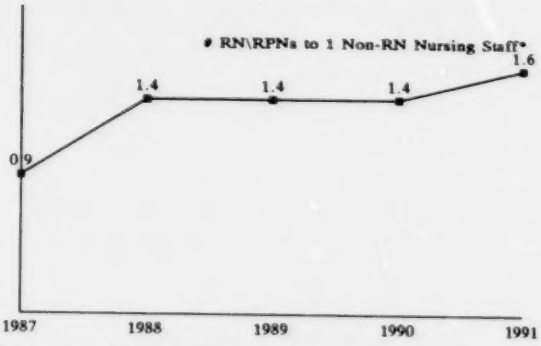
• The number of resignations from 1990 to 1991 declined for most other occupational groups including social workers (15 to 6), 'other' nursing staff (38 to 27) and occupational therapists (12 to 10).

Psychiatric Hospitals
Annual Workforce Data
1987-1991

Annual % Change in Number of of Permanent Personnel
March 31, 1988 to 1991

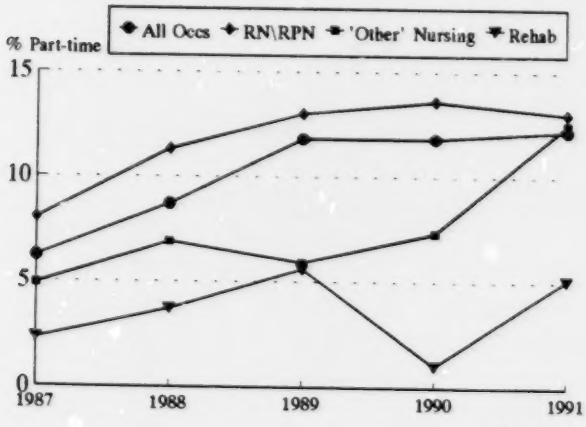


Full-Time Equivalent Personnel Ratios
March 31, 1987 to 1991

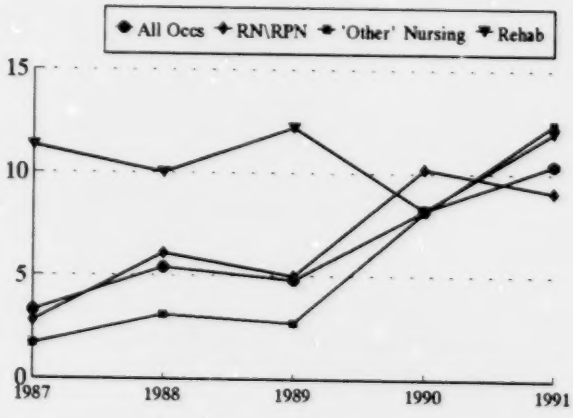


* Does not include RN/RPNs employed in administration, education, or occupational health.

Percent Part-time Permanent Personnel
March 31, 1987 to 1991



Vacancy Rates
March 31, 1987 to 1991



8.0 Further Information

Questions regarding the methodology or the data supplied in this report can be addressed to the Alberta Health and Social Services Disciplines Committee. In addition, individuals or organizations may request supplemental information and analyses specific to their needs. It should be noted that the Alberta Health and Social Services Disciplines Committee is able to release information on aggregate data only; data on individual employers in confidential and may only be released to the reporting employer. For further information please contact:

Alberta Health and Social Services Disciplines Committee
5th Floor, Kensington Place
10011-109 Street
EDMONTON, Alberta T5J 3S8

Telephone: (403)427-2655

APPENDIX 1. METHODOLOGY

The Alberta Health and Social Services Disciplines Committee has conducted a mail-out survey of employers in the health and social service sector in the province since 1979. This particular report focuses on the surveys conducted from 1987 to 1991 on the hospital and nursing home sector.

Surveys were mailed during the month of March each year and were formatted into three main sections. SECTION A collected information on full-time and part-time permanent personnel employed on March 31, full-time and part-time vacancies on March 31, and full-time and part-time resignations occurring during the year prior to March 31.

SECTION B requested information on casual, contract, temporary, and relief personnel. In 1987 1990 and 1991, employers were asked to provide information on casual/contract personnel employed during the month of March. In 1988 and 1989, information on casual/contract personnel was requested for the whole year prior to March 31. Data on casual/contract personnel is not comparable from 1987 to 1991 and because of this, there has been no yearly trend analysis of casual/contract personnel.

SECTION C collected information on employer recruitment difficulties. Employers were requested to list the occupations for which they anticipated recruitment problems in the next year and the reasons for the anticipated staffing difficulty. From 1989 to 1991, a new question, which quantified recruitment difficulties in terms of vacant positions, was added to this section. This question asked employers whether any of the vacant positions reported in Section A had been vacant three months or longer while recruitment activities had been in progress.

Employers were instructed to apply the following definitions when completing the survey:

Personnel employed:	all individuals employed by your organization on a regular or part-time basis
Full-time:	thirty hours or more per week
Part-time:	less than thirty hours per week
Vacancies:	positions for which personnel are actively being recruited as of March 31.
Resignations:	individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.
Casual, Temporary, Contract, or Relief Personnel:	individuals who worked on-call, relief, or on a temporary basis and did not fill a regular full-time and/or part-time position. These individuals were paid directly through your organization or through an outside agency.

The hospital sector in this report includes all facilities in the province which had acute care, auxiliary, nursing homes, or psychiatric bed designations. Personnel in multi-level facilities, where there was more than one type of bed designation, were counted under the appropriate acute care, auxiliary, or nursing home division of the facility. Psychiatric hospitals include Alberta Hospital Edmonton and Alberta Hospital Ponoka.[1]

The response rates from hospital and nursing home employers to the survey were excellent. From 1989 to 1991, 100 percent of hospital and nursing home employers responded to the survey. In 1988, all but one small acute care hospital (less than 25 beds) responded to the survey. A separate response rate figure for hospitals and nursing homes is not available for 1987. However, the high overall response rate for all hospital and non-hospital employers combined in 1987 (98.7%) indicates that the majority of hospitals and nursing homes responded to the survey.

[1] Staff employed on psychiatric wards in acute care facilities have been included under acute care hospitals.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN
ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		22,399	20,466	15,395	16,255	37,794	36,721	31,435	29,230	1,339	637	4.3	2.2	4,089	2,959	13.0	10.1
Ambulance Personnel (Paid)**	Total	0	81	0	27	0	108	0	96	0	2	0	1.6	0	13	0	13.5
	Standard St. John Ambul. Cert.	0	0	0	4	0	4	0	2	0	0	0	0.0	0	0	0	0.0
	Advanced St. John Ambul. Cert.	0	0	0	2	0	2	0	1	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Techs.-Ambulance	0	29	0	15	0	44	0	38	0	2	0	3.9	0	6	0	15.8
	Emergency Medical Techs.-Paramedic	0	34	0	0	0	34	0	34	0	0	0	0.0	0	2	0	5.9
	Other Ambulance Personnel	0	18	0	6	0	24	0	21	0	0	0	0.0	0	5	0	23.8
Ambulance Personnel (Volunteer)	Total	0	0	0	22	0	22	0	11	0	0	0	0.0	0	1	0	9.1
	Standard St. John Ambul. Cert.	0	0	0	4	0	4	0	2	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Techs.-Ambulance	0	0	0	12	0	12	0	6	0	0	0	0.0	0	0	0	0.0
	Other Ambulance Personnel	0	0	0	6	0	6	0	3	0	0	0	0.0	0	1	0	33.3
Child/Youth Care Personnel	Total	30	17	11	4	41	21	36	19	0	0	0.0	0.0	6	9	16.9	47.4
	Hospital Child Care Workers	30	17	11	4	41	21	36	19	0	0	0.0	0.0	6	9	16.9	47.4
Dental Assistants	Total	10	8	3	2	13	10	12	9	0	0	0.0	0.0	3	1	21.7	11.1
	Certified with intra-oral training	10	8	3	2	13	10	12	9	0	0	0.0	0.0	3	1	21.7	11.1
	Certified without intra-oral training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietary Personnel	Total	1,986	1,808	2,091	2,037	4,077	3,845	3,109	2,870	78	44	2.5	1.5	383	332	12.3	11.6
	Dietary Technologists	187	187	110	101	297	288	247	243	5	6	1.8	2.3	28	27	11.4	11.1
	Food Service Workers	1,331	1,138	1,740	1,658	3,071	2,796	2,264	1,994	63	27	2.8	1.4	292	257	12.9	12.9

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Dietary Personnel	Dietitians	174	166	107	105	281	271	233	224	6	6	2.4	2.5	32	22	13.5	9.6
	Nutritionists	1	7	3	13	4	20	3	14	0	0	0.0	0.0	0	0	0.0	0.0
	Other Dietary Personnel	293	310	131	160	424	470	363	396	5	6	1.2	1.4	32	27	8.7	6.7
Eye Care Personnel	Total	1	6	3	6	4	12	4	9	1	0	28.6	0.0	0	1	0.0	5.6
	Orthoptists	1	6	3	6	4	12	4	9	1	0	28.6	0.0	0	1	0.0	5.6
Health Records Personnel	Total	493	497	189	201	682	698	608	609	21	11	3.4	1.8	62	65	10.2	10.6
	Health/Medical Records Adm./Librarians	110	97	18	23	128	120	129	112	10	4	7.8	3.1	13	11	10.1	9.8
	Health/Medical Record Techs.	205	203	90	96	295	299	255	256	5	5	1.8	2.0	21	20	8.3	7.6
	Medical Dicta-Typists/Transcriptionists	131	151	58	65	189	216	166	186	6	2	3.6	1.1	26	25	15.4	13.5
	Other Health Care Records Personnel	47	46	23	17	70	63	59	55	0	1	0.0	0.9	3	9	4.3	16.4
Home Care Personnel**	Total	36	6	60	23	96	29	68	18	2	0	2.2	0.0	10	7	14.8	37.1
	Homemakers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Homehelpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Personal Care Attendants	36	6	60	23	96	29	68	18	2	0	2.2	0.0	10	7	14.8	37.1
Lab/X-Ray/Diag/Therapeutic Personnel	Total	2,660	2,330	897	870	3,557	3,200	3,205	2,840	97	75	3.0	2.6	310	210	9.7	7.4
	Combined Lab/X-Ray Techs.	83	80	97	96	180	176	136	129	4	1	3.0	0.8	17	10	12.5	7.4
	Clinical Scientists**	39	4	1	3	40	7	41	6	1	0	2.5	0.0	4	0	8.6	0.0
	Medical Lab. Techs.	1,179	1,025	354	342	1,533	1,367	1,388	1,220	32	24	2.3	1.9	125	84	9.0	6.8
	Medical Lab. Asst./Aides	212	172	93	87	305	259	269	224	11	8	3.9	3.6	30	34	11.0	15.2
	Electroencephalograph (EEG) Techs.	27	23	15	15	42	38	35	33	1	2	1.4	6.2	5	1	12.9	3.1
	Respiratory Therapists	321	275	89	75	410	350	387	326	21	13	5.4	4.0	46	33	11.9	10.1

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Lab/X-Ray/Diag/Therapeutic Personnel	Electrocardiograph (ECG/EKG) Techs.	75	48	13	17	88	65	83	57	1	0	1.2	0.0	6	3	7.3	5.3
	Dialysis Techs.	16	13	0	0	16	13	16	13	0	0	0.0	0.0	0	1	0.0	3.8
	Orthopaedic Asst./Techs.	22	28	3	7	25	35	24	32	0	0	0.0	0.0	0	0	0.0	0.0
	Laboratory Scientists**	0	24	0	0	0	24	0	26	0	2	0	7.7	0	1	0	3.8
	Medical Radiation Techs.	424	399	185	180	609	579	530	503	13	14	2.5	2.7	51	26	9.6	5.2
	Nuclear Medicine Techs.	60	56	11	11	71	67	68	63	2	2	3.0	2.4	8	7	11.1	11.1
	Radiation Therapists	42	47	11	13	53	60	50	54	3	0	5.0	0.0	7	1	13.0	1.9
	Diagnostic Medical Sonograhers	86	72	11	14	97	86	95	83	3	4	3.2	4.8	10	7	10.6	8.4
	Other Lab./X-Ray Personnel	74	64	14	10	88	74	87	75	6	6	6.9	8.0	4	4	4.0	4.7
Registered Nursing Personnel	Total	9,045	7,981	6,529	7,021	15,574	15,002	13,005	11,703	696	211	5.3	1.8	1,709	1,074	13.1	9.2
	Intensive Care Unit	878	773	515	513	1,393	1,286	1,226	1,060	90	31	7.3	2.9	143	104	11.7	9.8
	Operating Room	434	395	291	279	725	674	592	540	12	6	2.0	1.0	76	35	12.8	6.4
	Recovery Room	83	76	90	96	173	172	130	126	2	2	1.5	1.6	5	5	3.8	3.6
	Intravenous Therapy	36	18	51	28	87	46	64	32	3	0	3.9	0.0	4	0	6.2	0.0
	Medical/Surgical	2,376	2,114	2,024	2,135	4,400	4,249	3,587	3,240	199	59	5.5	1.8	621	333	17.3	10.3
	Maternal/Child	358	453	310	451	668	904	531	690	18	11	3.4	1.6	56	44	10.5	6.3
	Emergency Room	303	301	310	360	613	661	476	493	18	12	3.7	2.3	82	49	17.2	9.9
	Psychiatric Ward**	464	318	228	240	692	558	639	447	61	9	9.5	2.0	110	27	17.1	6.0
	Pediatrics	332	300	255	311	587	611	482	462	23	6	4.7	1.3	77	50	16.0	10.8
	Nursing Education	596	378	138	132	734	510	684	448	19	4	2.7	0.8	61	30	8.9	6.7
	Administration	1,494	1,085	216	195	1,710	1,280	1,664	1,198	62	15	3.7	1.3	140	125	8.4	10.4
	RN - Other	166	159	129	125	295	284	240	230	9	8	3.8	3.5	14	11	5.8	4.6

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Registered Nursing Personnel	Occupational/Staff Health	23	30	11	8	34	38	29	34	0	0	0.0	0.0	3	4	10.5	10.3
	Labor Delivery/Recovery Suite	190	201	177	178	367	379	285	293	7	3	2.3	1.0	29	20	10.2	6.7
	Short Stay Unit	92	79	57	60	149	139	131	110	10	1	7.7	0.9	6	5	4.6	4.5
	Long Term Care/Rehabilitation	747	807	1,148	1,344	1,895	2,151	1,430	1,504	109	25	7.6	1.6	194	158	13.6	10.5
	Out-Patient Services	193	151	174	153	367	304	294	231	14	4	4.8	1.5	19	10	6.3	4.1
	General Duty	280	343	405	413	685	756	526	568	43	19	8.2	3.3	71	68	13.4	11.9
Non-RN Nursing Personnel	Total	5,475	5,273	4,675	4,956	10,150	10,229	8,044	7,915	232	164	2.9	2.1	1,129	846	14.0	10.7
	Graduate Nurses	81	116	55	65	136	181	109	150	0	2	0.0	1.0	51	17	47.0	11.3
	Registered Psychiatric Nurses**	358	536	136	190	494	726	449	684	23	53	5.0	7.7	49	83	10.9	12.1
	Licensed Practical Nurses	2,346	1,908	2,069	1,938	4,415	3,846	3,491	2,910	110	33	3.2	1.1	384	239	11.0	8.2
	Operating Room Techs.	59	63	40	39	99	102	84	83	5	0	6.0	0.0	7	4	8.3	4.2
	Other Nursing Staff	2,631	2,650	2,375	2,724	5,006	5,374	3,913	4,090	94	78	2.4	1.9	638	504	16.3	12.3
Pharmaceutical Personnel	Total	524	463	176	218	700	681	635	578	23	6	3.5	1.0	70	56	11.0	9.6
	Pharmacists	287	251	105	131	392	382	355	320	15	4	4.2	1.1	41	38	11.4	11.9
	Pharmacy Asst./Techs.	205	194	66	77	271	271	245	235	7	2	2.7	0.9	29	18	11.7	7.5
	Other Pharmaceutical Personnel	32	18	5	10	37	28	36	23	1	0	2.8	0.0	1	0	1.4	0.0
Psychological Personnel	Total	167	133	26	34	193	167	189	160	9	10	4.5	6.2	25	15	13.3	9.4
	Psychologists	142	108	23	24	165	132	162	129	9	9	5.2	7.0	16	13	9.9	10.1
	Psychological Assts.	12	11	2	5	14	16	13	15	0	1	0.0	6.9	4	2	30.8	13.8
	Other Psych./Counsellors/Therapists	13	14	1	5	14	19	14	17	0	0	0.0	0.0	5	0	37.0	0.0
Rehabilitation Therapy Personnel	Total	1,497	1,379	633	721	2,130	2,100	1,979	1,842	166	102	8.4	5.5	324	265	16.3	14.4

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Rehabilitation Therapy Personnel	Occupational Therapists	258	251	106	116	364	367	371	336	60	27	16.1	8.0	82	59	22.1	17.4
	Occupational Therapy Asst./Aides	62	66	22	26	84	92	75	82	2	3	2.0	3.1	9	6	12.1	7.4
	Physical Therapists	388	344	192	193	580	537	566	497	82	56	14.5	11.3	96	92	17.0	18.4
	Other Physical Therapy Personnel	106	99	65	69	171	168	142	134	4	1	2.5	0.4	18	7	12.7	4.9
	Speech-Language Pathologists	86	73	30	31	116	104	106	90	5	2	4.3	1.7	19	11	17.5	11.7
	Speech Pathology Asst./Aides	6	3	2	0	8	3	7	4	0	1	0.0	14.3	0	2	0.0	57.1
	Clinical Audiologists	19	11	7	7	26	18	23	15	0	0	0.0	0.0	1	1	4.4	6.9
	Audiometric Techs.	1	1	0	0	1	1	1	1	0	0	0.0	0.0	0	0	0.0	0.0
	Recreational Therapy Asst./Aides	220	154	123	140	343	294	288	226	6	2	2.1	0.9	53	39	18.3	17.3
	Prosthetists/Orthotists	12	13	0	0	12	13	12	14	0	1	0.0	7.1	4	1	33.3	7.1
	Prosthetic and Orthotic Clinicians/Techs	18	19	0	0	18	19	18	19	0	0	0.0	0.0	0	0	0.0	0.0
	Rehabilitation Practitioners	14	5	0	0	14	5	14	5	0	0	0.0	0.0	1	2	7.1	40.0
	Remedial Gymnasts	2	1	0	0	2	1	2	1	0	0	0.0	0.0	0	0	0.0	0.0
	Recreational Therapists	209	203	55	76	264	279	242	248	5	7	2.1	2.6	29	34	12.0	13.7
	Rehabilitation Aides	36	66	19	34	55	100	46	87	1	4	1.1	4.0	4	4	8.7	4.0
	Other Rehabilitation Personnel	60	70	12	29	72	99	69	86	3	1	4.3	1.2	9	10	12.3	11.1
Social Service Personnel	Total	3	1	1	0	4	1	4	1	0	0	0.0	0.0	1	0	14.3	0.0
	Social Service Aides	0	0	1	0	1	0	1	0	0	0	0.0	0	1	0	100.0	0
	Alcoholism/Addiction Counsellors	2	0	0	0	2	0	2	0	0	0	0.0	0	0	0	0.0	0
	Life Skills Coaches	1	1	0	0	1	1	1	1	0	0	0.0	0.0	0	0	0.0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL IN ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Social Work Personnel	Total	267	259	51	59	318	318	305	298	13	10	4.1	3.2	38	43	12.5	14.3
	Master's of Social Work	121	133	23	31	144	164	143	155	11	7	7.3	4.2	14	17	9.4	10.6
	Related Master's Degree	10	7	2	0	12	7	11	7	0	0	0.0	0.0	1	2	4.5	28.6
	Bachelor's of Social Work	123	105	25	23	148	128	138	119	2	3	1.5	2.1	23	19	16.4	16.0
	Unrelated Master's/Bachelor's Degree	4	1	0	0	4	1	4	2	0	1	0.0	33.3	0	0	0.0	0.0
	Other Social Workers	8	4	0	2	8	6	8	5	0	0	0.0	0.0	0	1	0.0	20.0
	Social Services Diploma	1	9	1	3	2	12	2	11	0	0	0.0	0.0	2	4	100.0	38.1
Other Health/Social Service Personnel**	Total	205	224	50	54	255	278	236	255	6	4	2.3	1.6	22	25	9.3	9.6
	Other Health/Social Service Personnel	205	224	50	54	255	278	236	255	6	4	2.3	1.6	22	25	9.3	9.6

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		16,185	14,532	9,827	10,098	26,012	24,630	22,105	19,959	1,006	378	4.6	1.9	2,729	1,795	12.3	9.0
Ambulance Personnel (Paid)**	Total	0	81	0	27	0	108	0	96	0	2	0	1.6	0	13	0	13.5
	Standard St. John Ambul. Cert.	0	0	0	4	0	4	0	2	0	0	0	0.0	0	0	0	0.0
	Advanced St. John Ambul. Cert.	0	0	0	2	0	2	0	1	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Techs.-Ambulance	0	29	0	15	0	44	0	38	0	2	0	3.9	0	6	0	15.8
	Emergency Medical Techs.-Paramedic	0	34	0	0	0	34	0	34	0	0	0	0.0	0	2	0	5.9
	Other Ambulance Personnel	0	18	0	6	0	24	0	21	0	0	0	0.0	0	5	0	23.8
Ambulance Personnel (Volunteer)	Total	0	0	0	22	0	22	0	11	0	0	0	0.0	0	1	0	9.1
	Standard St. John Ambul. Cert.	0	0	0	4	0	4	0	2	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Techs.-Ambulance	0	0	0	12	0	12	0	6	0	0	0	0.0	0	0	0	0.0
	Other Ambulance Personnel	0	0	0	6	0	6	0	3	0	0	0	0.0	0	1	0	33.3
Child/Youth Care Personnel	Total	30	17	11	4	41	21	36	19	0	0	0.0	0.0	6	9	16.9	47.4
	Hospital Child Care Workers	30	17	11	4	41	21	36	19	0	0	0.0	0.0	6	9	16.9	47.4
Dental Assistants	Total	9	6	3	2	12	8	11	7	0	0	0.0	0.0	3	1	23.8	14.3
	Certified with intra-oral training	9	6	3	2	12	8	11	7	0	0	0.0	0.0	3	1	23.8	14.3
Dietary Personnel	Total	1,234	1,041	1,225	1,132	2,459	2,173	1,915	1,631	68	24	3.6	1.4	223	138	11.6	8.5
	Dietary Technologists	126	103	84	64	210	167	172	138	4	3	2.0	1.8	18	14	10.2	9.8
	Food Service Workers	751	615	994	906	1,745	1,521	1,303	1,083	55	15	4.2	1.4	159	97	12.2	8.9
	Dietitians	145	134	55	60	200	194	178	169	6	5	3.1	2.7	26	19	14.6	11.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Dietary Personnel	Nutritionists	1	2	1	10	2	12	2	7	0	0	0.0	0.0	0	0	0.0	0.0
	Other Dietary Personnel	211	187	91	92	302	279	261	235	5	2	1.7	0.6	20	10	7.7	4.1
Eye Care Personnel	Total	1	6	3	6	4	12	4	9	1	0	28.6	0.0	0	1	0.0	5.6
	Orthoptists	1	6	3	6	4	12	4	9	1	0	28.6	0.0	0	1	0.0	5.6
Health Records Personnel	Total	451	461	176	180	627	641	559	562	20	11	3.5	1.9	60	62	10.7	11.0
	Health/Medical Records Adm./Librarians	93	90	12	17	105	107	108	102	9	4	8.3	3.4	13	10	12.0	9.8
	Health/Medical Record Techs.	193	196	83	91	276	287	239	247	5	5	1.9	2.0	21	20	8.8	7.9
	Medical Dicta-Typists/Transcriptionists	127	147	58	63	185	210	162	181	6	2	3.7	1.1	23	24	14.2	13.3
	Other Health Care Records Personnel	38	28	23	9	61	37	50	33	0	0	0.0	0.0	3	8	5.1	24.6
Home Care Personnel**	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Homemakers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Homehelpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Personal Care Attendants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	2,592	2,292	864	859	3,456	3,151	3,117	2,794	93	73	3.0	2.6	300	204	9.6	7.3
	Combined Lab/X-Ray Techs.	82	76	94	89	176	165	132	122	3	1	2.3	0.8	16	9	12.1	7.4
	Clinical Scientists**	39	4	1	3	40	7	41	6	1	0	2.5	0.0	4	0	8.6	0.0
	Medical Lab. Techs.	1,157	1,012	337	340	1,494	1,352	1,357	1,206	31	24	2.3	1.9	121	82	8.9	6.8
	Medical Lab. Asst./Aides	207	168	92	87	299	255	264	219	11	7	4.0	3.2	28	31	10.4	14.2
	Electroencephalograph (EEG) Techs.	25	19	15	15	40	34	33	29	1	2	1.5	7.0	5	1	13.6	3.5
	Respiratory Therapists	313	271	86	74	399	345	377	321	21	13	5.6	4.0	45	33	11.8	10.3

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Lab/X-Ray/Diag/Therapeutic Personnel	Electrocardiograph (ECG/EKG) Techs.	75	48	13	17	88	65	83	57	1	0	1.2	0.0	6	3	7.3	5.3
	Dialysis Techs.	16	13	0	0	16	13	16	13	0	0	0.0	0.0	0	1	0.0	3.8
	Orthopaedic Asst./Techs.	22	28	3	7	25	35	24	32	0	0	0.0	0.0	0	0	0.0	0.0
	Laboratory Scientists**	0	24	0	0	0	24	0	26	0	2	0	7.7	0	1	0	3.8
	Medical Radiation Techs.	402	392	178	179	580	571	503	494	12	13	2.4	2.5	50	25	9.8	5.1
	Nuclear Medicine Techs.	60	56	11	11	71	67	68	63	2	2	3.0	2.4	8	7	11.1	11.1
	Radiation Therapists	42	47	11	13	53	60	50	54	3	0	5.0	0.0	7	1	13.0	1.9
	Diagnostic Medical Sonograhers	86	72	11	14	97	86	95	83	3	4	3.2	4.8	10	7	10.6	8.4
	Other Lab./X-Ray Personnel	66	62	12	10	78	72	77	73	5	6	6.5	8.2	4	4	4.5	4.8
Registered Nursing Personnel	Total	7,882	6,936	5,334	5,651	13,216	12,587	11,115	9,948	566	186	5.1	1.9	1,475	901	13.3	9.1
	Intensive Care Unit	878	773	515	513	1,393	1,286	1,226	1,060	90	31	7.3	2.9	143	104	11.7	9.8
	Operating Room	434	395	291	279	725	674	592	540	12	6	2.0	1.0	76	35	12.8	6.4
	Recovery Room	83	76	90	96	173	172	130	126	2	2	1.5	1.6	5	5	3.8	3.6
	Intravenous Therapy	36	18	51	28	87	46	64	32	3	0	3.9	0.0	4	0	6.2	0.0
	Medical/Surgical	2,373	2,114	2,021	2,135	4,394	4,249	3,582	3,240	199	59	5.5	1.8	621	333	17.3	10.3
	Maternal/Child	358	453	310	451	668	904	531	690	18	11	3.4	1.6	56	44	10.5	6.3
	Emergency Room	303	301	310	360	613	661	476	493	18	12	3.7	2.3	82	49	17.2	9.9
	Psychiatric Ward**	270	221	178	223	448	444	379	342	20	9	5.2	2.6	74	27	19.6	7.9
	Pediatrics	332	300	255	311	587	611	482	462	23	6	4.7	1.3	77	50	16.0	10.8
	Nursing Education	532	302	99	72	631	374	599	341	17	3	2.8	0.7	47	22	7.8	6.3
	Administration	1,190	845	171	155	1,361	1,000	1,338	936	62	13	4.6	1.4	124	109	9.2	11.7
	RN - Other	148	135	122	119	270	254	218	202	9	7	4.1	3.5	14	11	6.4	5.2

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Registered Nursing Personnel	Occupational/Staff Health	21	27	11	8	32	35	27	31	0	0	0.0	0.0	3	3	11.3	8.1
	Labor Delivery/Recovery Suite	190	201	177	178	367	379	285	293	7	3	2.3	1.0	29	20	10.2	6.7
	Short Stay Unit	92	79	57	60	149	139	131	110	10	1	7.7	0.9	6	5	4.6	4.5
	Long Term Care/Rehabilitation	218	223	186	146	404	369	348	302	37	6	10.5	2.0	42	23	12.1	7.6
	Out-Patient Services	193	151	174	153	367	304	294	231	14	4	4.8	1.5	19	10	6.3	4.1
	General Duty	231	322	316	364	547	686	418	520	29	16	6.8	3.1	56	56	13.3	10.7
Non-RN Nursing Personnel	Total	2,097	1,941	1,627	1,577	3,724	3,518	3,012	2,748	102	18	3.4	0.7	348	191	11.5	6.9
	Graduate Nurses	27	67	9	27	36	94	32	81	0	0	0.0	0.0	7	10	20.6	12.4
	Registered Psychiatric Nurses**	132	122	92	109	224	231	181	177	3	0	1.7	0.0	37	22	20.4	12.5
	Licensed Practical Nurses	1,404	1,260	1,147	1,105	2,551	2,365	2,032	1,823	54	10	2.7	0.5	199	104	9.8	5.7
	Operating Room Techs.	59	63	40	39	99	102	84	83	5	0	6.0	0.0	7	4	8.3	4.2
	Other Nursing Staff	475	429	339	297	814	726	684	586	40	8	5.8	1.4	98	51	14.3	8.7
Pharmaceutical Personnel	Total	463	408	154	193	617	601	562	510	22	6	3.8	1.1	62	54	11.0	10.5
	Pharmacists	253	212	89	110	342	322	312	271	14	4	4.5	1.3	36	36	11.6	13.3
	Pharmacy Asst./Techs.	180	180	61	74	241	254	217	219	7	2	3.0	0.9	25	18	11.5	8.0
	Other Pharmaceutical Personnel	30	16	4	9	34	25	33	21	1	0	3.0	0.0	1	0	1.5	0.0
Psychological Personnel	Total	132	107	25	31	157	138	150	124	6	1	3.7	0.8	20	10	13.3	8.1
	Psychologists	112	84	23	24	135	108	129	97	6	1	4.3	1.0	11	9	8.5	9.3
	Psychological Assts.	7	9	1	3	8	12	8	11	0	0	0.0	0.0	4	1	53.3	9.5
	Other Psych./Counsellors/Therapists	13	14	1	4	14	18	14	16	0	0	0.0	0.0	5	0	37.0	0.0
Rehabilitation Therapy Personnel	Total	882	821	322	317	1,204	1,138	1,159	1,031	116	51	10.0	4.9	195	155	16.8	15.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Rehabilitation Therapy Personnel	Occupational Therapists	186	175	65	69	251	244	258	219	39	9	15.1	4.1	56	40	21.7	18.1
	Occupational Therapy Asst./Aides	28	32	9	8	37	40	34	39	1	3	3.0	6.5	2	4	6.0	9.1
	Physical Therapists	324	311	126	122	450	433	446	407	59	35	13.1	8.6	82	81	18.3	19.8
	Other Physical Therapy Personnel	69	64	33	42	102	106	89	86	4	1	3.9	0.6	11	3	12.4	3.5
	Speech-Language Pathologists	79	68	30	31	109	99	98	84	4	1	3.6	0.6	18	10	17.9	11.3
	Speech Pathology Asst./Aides	6	3	2	0	8	3	7	4	0	1	0.0	14.3	0	2	0.0	57.1
	Clinical Audiologists	19	11	7	7	26	18	23	15	0	0	0.0	0.0	1	1	4.4	6.9
	Audiometric Techs.	1	1	0	0	1	1	1	1	0	0	0.0	0.0	0	0	0.0	0.0
	Recreational Therapy Asst./Aides	35	11	13	10	48	21	45	17	3	1	6.7	3.0	8	3	18.0	15.2
	Prosthetists/Orthotists	12	13	0	0	12	13	12	14	0	1	0.0	7.1	4	1	33.3	7.1
	Prosthetic and Orthotic Clinicians/Techs	18	19	0	0	18	19	18	19	0	0	0.0	0.0	0	0	0.0	0.0
	Remedial Gymnasts	2	1	0	0	2	1	2	1	0	0	0.0	0.0	0	0	0.0	0.0
	Recreational Therapists	54	66	26	24	80	90	71	79	4	1	5.6	1.3	7	11	9.9	13.9
	Rehabilitation Aides	4	11	3	0	7	11	6	12	0	1	0.0	4.3	0	0	0.0	0.0
	Other Rehabilitation Personnel	45	35	8	4	53	39	52	37	3	0	5.8	0.0	7	2	12.5	4.1
Social Service Personnel	Total	2	1	1	0	3	1	3	1	0	0	0.0	0.0	1	0	20.0	0.0
	Social Service Aides	0	0	1	0	1	0	1	0	0	0	0.0	0	1	0	100.0	0
	Alcoholism/Addiction Counsellors	2	0	0	0	2	0	2	0	0	0	0.0	0	0	0	0.0	0
	Life Skills Coaches	0	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0
Social Work Personnel	Total	211	196	42	46	253	242	243	224	11	5	4.3	2.0	21	33	8.7	14.8

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL IN ACUTE CARE HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Social Work Personnel	Master's of Social Work	101	108	23	31	124	139	121	128	9	4	7.0	3.1	9	16	7.0	12.2
	Related Master's Degree	7	7	2	0	9	7	8	7	0	0	0.0	0.0	1	2	6.2	28.6
	Bachelor's of Social Work	90	74	16	12	106	86	100	80	2	0	2.0	0.0	11	13	10.5	16.3
	Unrelated Master's/Bachelor's Degree	4	1	0	0	4	1	4	2	0	1	0.0	33.3	0	0	0.0	0.0
	Other Social Workers	8	0	0	1	8	1	8	1	0	0	0.0	0.0	0	1	0.0	200.0
	Social Services Diploma	1	6	1	2	2	8	2	7	0	0	0.0	0.0	2	2	100.0	21.4
Other Health/Social Service Personnel**	Total	199	218	40	51	239	269	224	248	5	4	2.0	1.6	19	25	8.3	9.9
	Other Health/Social Service Personnel	199	218	40	51	239	269	224	248	5	4	2.0	1.6	19	25	8.3	9.9

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL IN AUXILIARY HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		2,828	2,559	2,832	3,194	5,660	5,753	4,381	4,243	137	87	3.1	2.0	482	475	11.0	11.2
Dietary Personnel	Total	281	335	342	371	623	706	458	533	6	13	1.2	2.3	40	68	8.7	12.8
	Dietary Technologists	26	35	15	16	41	51	34	46	0	3	0.0	6.5	3	5	9.0	9.8
	Food Service Workers	205	210	289	323	494	533	355	380	6	9	1.5	2.2	32	54	8.9	14.1
	Dietitians	12	23	12	8	24	31	18	27	0	0	0.0	0.0	4	3	22.2	9.3
	Nutritionists	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0	0
	Other Dietary Personnel	38	67	25	24	63	91	51	80	0	1	0.0	1.3	2	8	3.0	9.4
Health Records Personnel	Total	24	17	8	11	32	28	29	23	1	0	3.4	0.0	0	1	0.0	4.4
	Health/Medical Records Adm./Librarians	11	5	3	4	14	9	14	7	1	0	7.4	0.0	0	0	0.0	0.0
	Health/Medical Record Techs.	9	4	5	5	14	9	12	7	0	0	0.0	0.0	0	0	0.0	0.0
	Medical Dicta-Typists/Transcriptionists	1	1	0	2	1	3	1	2	0	0	0.0	0.0	0	1	0.0	50.0
	Other Health Care Records Personnel	3	7	0	0	3	7	3	7	0	0	0.0	0.0	0	0	0.0	0.0
Home Care Personnel**	Total	0	6	0	23	0	29	0	18	0	0	0	0.0	0	7	0	37.1
	Homemakers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Homehelpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Personal Care Attendants	0	6	0	23	0	29	0	18	0	0	0	0.0	0	7	0	37.1
Lab/X-Ray/Diag/Therapeutic Personnel	Total	49	24	24	11	73	35	63	32	2	2	3.2	6.3	7	7	10.3	20.6
	Combined Lab/X-Ray Techs.	0	2	3	7	3	9	2	6	0	0	0.0	0.0	0	1	0.0	9.1
	Medical Lab. Techs.	15	8	9	2	24	10	21	9	1	0	4.9	0.0	3	2	12.2	22.2
	Medical Lab. Asst./Aides	5	4	1	0	6	4	6	5	0	1	0.0	20.0	2	3	36.4	60.0
	Electroencephalograph (EEG) Techs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL IN AUXILIARY HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Lab/X-Ray/Diag/Therapeutic Personnel	Respiratory Therapists	8	4	3	1	11	5	10	5	0	0	0.0	0.0	2	0	15.8	0.0
	Electrocardiograph (ECG/EKG) Techs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Medical Radiation Techs.	18	4	7	1	25	5	23	6	1	1	4.4	18.2	1	1	2.2	18.2
	Nuclear Medicine Techs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Diagnostic Medical Sonograhers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Lab./X-Ray Personnel	3	2	1	0	4	2	4	2	0	0	0.0	0.0	0	0	0.0	0.0
Registered Nursing Personnel	Total	559	547	642	790	1,201	1,337	923	955	43	13	4.6	1.3	102	91	11.0	9.5
	Medical/Surgical	3	0	3	0	6	0	5	0	0	0	0.0	0	1	0	11.1	0
	Psychiatric Ward**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Nursing Education	21	18	13	13	34	31	29	26	1	1	3.5	3.9	5	1	17.5	3.9
	Administration	157	140	24	27	181	167	169	155	0	1	0.0	0.6	9	9	5.0	5.8
	RN - Other	2	19	0	3	2	22	2	21	0	0	0.0	0.0	0	0	0.0	0.0
	Occupational/Staff Health	0	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0
	Long Term Care/Rehabilitation	341	351	544	711	885	1,062	647	715	34	8	5.2	1.1	78	70	12.0	9.8
	Out-Patient Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	General Duty	35	18	58	36	93	54	72	39	8	3	11.1	6.5	10	11	13.9	28.6
Non-RN Nursing Personnel	Total	1,549	1,309	1,654	1,787	3,203	3,096	2,443	2,244	67	42	2.7	1.8	288	257	11.8	11.5
	Graduate Nurses	19	13	7	6	26	19	23	17	0	1	0.0	3.0	2	1	6.7	3.0
	Registered Psychiatric Nurses**	1	8	1	1	2	9	2	9	0	0	0.0	0.0	1	0	66.7	0.0
	Licensed Practical Nurses	815	573	791	748	1,606	1,321	1,263	969	53	22	4.2	2.2	163	124	12.9	12.8
	Other Nursing Staff	714	715	855	1,032	1,569	1,747	1,156	1,251	15	20	1.3	1.6	123	133	10.6	10.6

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL IN AUXILIARY HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Pharmaceutical Personnel	Total	47	42	20	22	67	64	58	53	1	0	1.7	0.0	4	2	6.9	3.8
	Pharmacists	27	31	14	19	41	50	35	41	1	0	2.9	0.0	3	2	7.1	4.9
	Pharmacy Asst./Techs.	18	9	5	3	23	12	21	11	0	0	0.0	0.0	2	0	7.3	0.0
	Other Pharmaceutical Personnel	2	2	1	0	3	2	3	2	0	0	0.0	0.0	0	0	0.0	0.0
Psychological Personnel	Total	3	0	0	0	3	0	3	0	0	0	0.0	0	0	0	0.0	0
	Psychologists	3	0	0	0	3	0	3	0	0	0	0.0	0	0	0	0.0	0
	Psychological Assts.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Psych./Counsellors/Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rehabilitation Therapy Personnel	Total	300	257	136	173	436	430	385	361	17	18	4.3	4.8	41	39	10.5	10.8
	Occupational Therapists	47	37	16	19	63	56	60	55	5	8	7.6	14.7	9	7	14.3	12.8
	Occupational Therapy Asst./Aides	13	17	6	6	19	23	16	20	0	0	0.0	0.0	4	1	21.9	2.5
	Physical Therapists	46	27	36	36	82	63	72	53	8	8	11.1	14.3	7	5	9.7	9.5
	Other Physical Therapy Personnel	28	28	13	16	41	44	35	36	0	0	0.0	0.0	3	3	8.7	6.9
	Speech-Language Pathologists	5	2	0	0	5	2	6	2	1	0	16.7	0.0	1	0	16.7	0.0
	Speech Pathology Asst./Aides	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Recreational Therapy Asst./Aides	53	31	38	38	91	69	74	52	2	2	2.0	2.9	9	7	11.6	13.6
	Prosthetists/Orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Rehabilitation Practitioners	9	4	0	0	9	4	9	4	0	0	0.0	0.0	0	2	0.0	50.0
	Remedial Gymnasts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Recreational Therapists	70	52	10	14	80	66	76	59	1	0	1.3	0.0	7	8	9.2	12.7

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL IN AUXILIARY HOSPITALS, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Rehabilitation Therapy Personnel	Rehabilitation Aides	21	28	13	20	34	48	28	38	1	0	1.8	0.0	0	0	0.0	0.0
	Other Rehabilitation Personnel	8	31	4	24	12	55	10	44	0	1	0.0	1.1	2	8	20.0	17.2
Social Service Personnel	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Social Service Aides	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Work Personnel	Total	15	21	2	6	17	27	16	25	0	1	0.0	2.0	1	4	6.2	14.3
	Master's of Social Work	5	5	0	0	5	5	5	5	0	0	0.0	0.0	0	0	0.0	0.0
	Related Master's Degree	3	0	0	0	3	0	3	0	0	0	0.0	0	0	0	0.0	0
	Bachelor's of Social Work	7	10	2	5	9	15	8	13	0	1	0.0	3.8	1	1	12.5	7.7
	Unrelated Master's/Bachelor's Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Social Workers	0	4	0	0	0	4	0	4	0	0	0	0.0	0	0	0	0.0
	Social Services Diploma	0	2	0	1	0	3	0	3	0	0	0	0.0	0	3	0	100.0
Other Health/Social Service Personnel**	Total	1	1	4	0	5	1	4	1	1	0	25.0	0.0	1	0	25.0	0.0
	Other Health/Social Service Personnel	1	1	4	0	5	1	4	1	1	0	25.0	0.0	1	0	25.0	0.0

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL IN NURSING HOMES, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		2,260	2,322	2,585	2,817	4,845	5,139	3,641	3,772	89	41	2.4	1.1	729	572	20.0	15.2
Dietary Personnel	Total	397	387	484	517	881	904	643	649	4	4	0.6	0.5	106	120	16.5	18.5
	Dietary Technologists	28	47	10	20	38	67	34	57	1	0	2.9	0.0	7	9	19.1	15.8
	Food Service Workers	329	286	419	414	748	700	542	494	3	1	0.6	0.1	94	102	17.4	20.7
	Dietitians	16	6	40	37	56	43	36	25	0	0	0.0	0.0	2	1	4.2	2.0
	Nutritionists	0	5	1	3	1	8	1	7	0	0	0.0	0.0	0	0	0.0	0.0
	Other Dietary Personnel	24	43	14	43	38	86	31	68	0	3	0.0	4.4	4	9	12.9	12.6
Health Records Personnel	Total	5	7	5	10	10	17	8	13	0	1	0.0	4.0	0	2	0.0	16.0
	Health/Medical Records Adm./Librarians	3	0	3	2	6	2	5	1	0	0	0.0	0.0	0	1	0.0	100.0
	Health/Medical Record Techs.	1	0	2	0	3	0	2	0	0	0	0.0	0	0	0	0.0	0
	Medical Dicta-Typists/Transcriptionists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Health Care Records Personnel	1	7	0	8	1	15	1	12	0	1	0.0	4.3	0	1	0.0	8.7
Home Care Personnel**	Total	36	0	60	0	96	0	68	0	2	0	2.2	0	10	0	14.8	0
	Homehelpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Personal Care Attendants	36	0	60	0	96	0	68	0	2	0	2.2	0	10	0	14.8	0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	2	0	9	0	11	0	7	0	0	0	0.0	0	0	0	0.0	0
	Medical Lab. Techs.	2	0	8	0	10	0	6	0	0	0	0.0	0	0	0	0.0	0
	Other Lab./X-Ray Personnel	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0	0
Registered Nursing Personnel	Total	328	382	503	563	831	945	625	674	46	11	7.3	1.6	94	81	15.0	11.9
	Nursing Education	35	50	26	47	61	97	49	74	1	0	1.0	0.0	8	8	15.5	10.2
	Administration	89	96	21	13	110	109	100	103	0	0	0.0	0.0	7	7	6.5	6.8

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL IN NURSING HOMES, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Registered Nursing Personnel	RN - Other	2	0	7	3	9	3	6	2	0	0	0.0	0.0	0	0	0.0	0.0
	Long Term Care/Rehabilitation	188	233	418	487	606	720	436	487	39	11	8.8	2.2	75	65	17.1	13.3
	General Duty	14	3	31	13	45	16	36	10	7	0	18.1	0.0	5	1	13.9	10.5
Non-RN Nursing Personnel	Total	1,265	1,333	1,339	1,491	2,604	2,824	1,947	2,085	13	6	0.6	0.3	447	316	23.0	15.2
	Graduate Nurses	35	36	39	32	74	68	55	53	0	1	0.0	1.9	43	7	78.9	12.3
	Registered Psychiatric Nurses**	5	18	15	22	20	40	13	29	1	0	3.8	0.0	2	6	15.4	19.0
	Licensed Practical Nurses	127	75	131	85	258	160	196	119	4	1	1.8	0.8	23	11	11.5	9.3
	Other Nursing Staff	1,098	1,204	1,154	1,352	2,252	2,556	1,684	1,884	9	4	0.5	0.2	380	293	22.5	15.6
Pharmaceutical Personnel	Total	1	0	2	1	3	1	2	1	0	0	0.0	0.0	0	0	0.0	0.0
	Pharmacists	0	0	2	1	2	1	1	1	0	0	0.0	0.0	0	0	0.0	0.0
	Pharmacy Asst./Techs.	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0	0
	Other Pharmaceutical Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Psychological Personnel	Total	0	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0
	Psychologists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Psych./Counsellors/Therapists	0	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0
Rehabilitation Therapy Personnel	Total	220	208	174	226	394	434	332	342	25	21	7.5	6.0	69	53	20.8	15.5
	Occupational Therapists	7	14	24	27	31	41	28	31	9	4	32.1	11.3	6	2	21.4	6.5
	Occupational Therapy Asst./Aides	3	0	7	12	10	12	7	6	1	0	7.1	0.0	2	0	21.4	0.0
	Physical Therapists	14	3	30	34	44	37	43	29	14	9	32.6	31.0	6	5	12.8	17.2
	Other Physical Therapy Personnel	7	3	19	11	26	14	17	9	0	0	0.0	0.0	4	1	24.2	11.8

(CONTINUED)

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL IN NURSING HOMES, MARCH 31, 1990 AND 1991*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Rehabilitation Therapy Personnel	Speech-Language Pathologists	0	2	0	0	0	2	0	2	0	0	0	0.0	0	0	0	0.0
	Recreational Therapy Asst./Aides	119	104	72	92	191	196	157	150	2	0	1.0	0.0	36	28	23.0	18.3
	Rehabilitation Practitioners	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Recreational Therapists	64	62	19	36	83	98	74	86	0	6	0.0	6.4	13	15	17.7	17.0
	Rehabilitation Aides	3	17	3	13	6	30	5	26	0	2	0.0	7.8	3	3	66.7	9.8
	Other Rehabilitation Personnel	3	3	0	1	3	4	3	4	0	1	0.0	12.5	0	1	0.0	12.5
Social Service Personnel	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Social Service Aides	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Work Personnel	Total	1	0	3	5	4	5	3	3	0	0	0.0	0.0	1	0	40.0	0.0
	Bachelor's of Social Work	1	0	3	4	4	4	3	2	0	0	0.0	0.0	1	0	40.0	0.0
	Other Social Workers	0	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0
Other Health/Social Service Personnel**	Total	5	5	6	3	11	8	8	7	0	0	0.0	0.0	3	0	31.3	0.0
	Other Health/Social Service Personnel	5	5	6	3	11	8	8	7	0	0	0.0	0.0	3	0	31.3	0.0

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 6. HEALTH AND SOCIAL SERVICE PERSONNEL IN PSYCHIATRIC HOSPITALS, MARCH 31, 1990 AND 1991+*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		1,126	1,053	151	146	1,277	1,199	1,309	1,257	108	131	8.2	10.4	149	118	11.4	9.3
Child/Youth Care Personnel	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hospital Child Care Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dental Assistants	Total	1	2	0	0	1	2	1	2	0	0	0.0	0.0	0	0	0.0	0.0
	Certified with intra-oral training	1	2	0	0	1	2	1	2	0	0	0.0	0.0	0	0	0.0	0.0
	Certified without intra-oral training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietary Personnel	Total	74	45	40	17	114	62	94	58	0	4	0.0	7.0	15	6	15.4	9.6
	Dietary Technologists	7	2	1	1	8	3	8	3	0	0	0.0	0.0	1	0	13.3	0.0
	Food Service Workers	46	27	38	15	84	42	65	38	0	3	0.0	8.0	8	5	11.5	12.0
	Dietitians	1	3	0	0	1	3	1	4	0	1	0.0	25.0	0	0	0.0	0.0
	Nutritionists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Dietary Personnel	20	13	1	1	21	14	21	14	0	0	0.0	0.0	6	1	29.3	7.4
Health Records Personnel	Total	13	12	0	0	13	12	13	12	0	0	0.0	0.0	3	0	19.2	0.0
	Health/Medical Records Adm./Librarians	3	2	0	0	3	2	3	2	0	0	0.0	0.0	0	0	0.0	0.0
	Health/Medical Record Techs.	2	3	0	0	2	3	2	3	0	0	0.0	0.0	0	0	0.0	0.0
	Medical Dicta-Typists/Transcriptionists	3	3	0	0	3	3	3	3	0	0	0.0	0.0	3	0	83.3	0.0
	Other Health Care Records Personnel	5	4	0	0	5	4	5	4	0	0	0.0	0.0	0	0	0.0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	17	14	0	0	17	14	19	14	2	0	10.5	0.0	3	0	15.8	0.0
	Combined Lab/X-Ray Techs.	1	2	0	0	1	2	2	2	1	0	50.0	0.0	1	0	50.0	0.0

(CONTINUED)

+ There was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) in Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel has been over-counted.

* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).

** See explanatory notes given in Appendix 7(b).

APPENDIX 6. HEALTH AND SOCIAL SERVICE PERSONNEL IN PSYCHIATRIC HOSPITALS, MARCH 31, 1990 AND 1991+*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Lab/X-Ray/Diag/Therapeutic Personnel	Medical Lab. Techs.	5	5	0	0	5	5	5	5	0	0	0.0	0.0	1	0	20.0	0.0
	Electroencephalograph (EEG) Techs.	2	4	0	0	2	4	2	4	0	0	0.0	0.0	0	0	0.0	0.0
	Medical Radiation Techs.	4	3	0	0	4	3	4	3	0	0	0.0	0.0	1	0	25.0	0.0
	Other Lab./X-Ray Personnel	5	0	0	0	5	0	6	0	1	0	16.7	0	0	0	0.0	0
Registered Nursing Personnel	Total	496	504	78	75	574	579	596	596	61	55	10.2	9.1	48	57	8.1	9.5
	RN/RPN**	414	485	78	75	492	560	514	575	61	53	11.8	9.1	45	56	8.7	9.7
	Nursing Education	8	8	0	0	8	8	8	8	0	0	0.0	0.0	2	0	25.0	0.0
	Administration	58	4	0	0	58	4	58	5	0	1	0.0	20.0	2	0	2.6	0.0
	RN - Other	14	5	0	0	14	5	14	6	0	1	0.0	16.7	0	0	0.0	0.0
	Occupational/Staff Health	2	2	0	0	2	2	2	2	0	0	0.0	0.0	0	1	0.0	50.0
	Out-Patient Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	General Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-RN Nursing Personnel	Total	344	302	27	43	371	345	389	370	32	46	8.1	12.4	38	27	9.6	7.2
	Graduate Nurses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Nursing Staff	344	302	27	43	371	345	389	370	32	46	8.1	12.4	38	27	9.6	7.2
Pharmaceutical Personnel	Total	13	13	0	2	13	15	13	14	0	0	0.0	0.0	4	0	30.8	0.0
	Pharmacists	7	8	0	1	7	9	7	9	0	0	0.0	0.0	2	0	28.6	0.0
	Pharmacy Asst./Techs.	6	5	0	0	6	5	6	5	0	0	0.0	0.0	2	0	33.3	0.0
	Other Pharmaceutical Personnel	0	0	0	1	0	1	0	1	0	0	0	0.0	0	0	0	0.0
Psychological Personnel	Total	32	26	1	2	33	28	36	36	3	9	8.5	25.0	5	5	14.1	13.9

(CONTINUED)

+ There was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) in Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel has been over-counted.
* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 6. HEALTH AND SOCIAL SERVICE PERSONNEL IN PSYCHIATRIC HOSPITALS, MARCH 31, 1990 AND 1991+*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Psychological Personnel	Psychologists	27	24	0	0	27	24	30	32	3	8	10.0	25.0	5	4	16.7	12.5
	Psychological Assts.	5	2	1	2	6	4	6	4	0	1	0.0	25.0	0	1	0.0	25.0
	Other Psych./Counsellors/Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rehabilitation Therapy Personnel	Total	95	93	1	5	96	98	104	109	9	13	8.2	12.0	20	18	18.8	16.6
	Occupational Therapists	18	25	1	1	19	26	26	32	7	7	27.5	20.3	12	10	45.1	31.3
	Occupational Therapy Asst./Aides	18	17	0	0	18	17	18	17	0	0	0.0	0.0	2	2	11.1	11.8
	Physical Therapists	4	3	0	1	4	4	6	8	2	5	27.3	56.2	2	1	36.4	12.5
	Other Physical Therapy Personnel	2	4	0	0	2	4	2	4	0	0	0.0	0.0	0	0	0.0	0.0
	Speech-Language Pathologists	2	1	0	0	2	1	2	2	0	1	0.0	50.0	0	1	0.0	50.0
	Recreational Therapy Asst./Aides	13	8	0	0	13	8	13	8	0	0	0.0	0.0	0	2	0.0	25.0
	Rehabilitation Practitioners	5	1	0	0	5	1	5	1	0	0	0.0	0.0	1	0	20.0	0.0
	Recreational Therapists	21	23	0	2	21	25	21	24	0	0	0.0	0.0	2	1	9.5	4.2
	Rehabilitation Aides	8	10	0	1	8	11	8	12	0	1	0.0	8.7	1	1	12.5	8.7
	Other Rehabilitation Personnel	4	1	0	0	4	1	4	1	0	0	0.0	0.0	0	0	0.0	0.0
Social Service Personnel	Total	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0	0
	Life Skills Coaches	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0	0
Social Work Personnel	Total	40	42	4	2	44	44	44	48	2	5	4.5	9.5	15	6	34.1	12.6
	Master's of Social Work	15	20	0	0	15	20	17	23	2	3	11.8	11.1	5	1	29.4	4.4
	Bachelor's of Social Work	25	21	4	2	29	23	27	24	0	2	0.0	8.3	10	5	37.0	20.8

(CONTINUED)

+ There was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) in Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel has been over-counted.
* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 6. HEALTH AND SOCIAL SERVICE PERSONNEL IN PSYCHIATRIC HOSPITALS, MARCH 31, 1990 AND 1991+*

		FULL-TIME 1990	FULL-TIME 1991	PART-TIME 1990	PART-TIME 1991	TOTAL 1990	TOTAL 1991	FTEs 1990	FTEs 1991	FTE VACANCIES 1990	FTE VACANCIES 1991	VACANCY RATE 1990	VACANCY RATE 1991	FTE RESIGN 1990	FTE RESIGN 1991	TURNOVER RATE 1990	TURNOVER RATE 1991
Social Work Personnel	Unrelated Master's/Bachelor's Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Social Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Social Services Diploma	0	1	0	0	0	1	0	1	0	0	0	0.0	0	0	0	0.0
Other Health/Social Service Personnel**	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Health/Social Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

+ There was no active recruitment to fill most of the vacant positions reported for nursing personnel (RN/RPNs and psychiatric aides) in Alberta Hospital Edmonton. Since the survey defines vacant positions as those positions for which there was active recruitment, the number of vacant positions for nursing personnel has been over-counted.
* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 7(a).
** See explanatory notes given in Appendix 7(b).

APPENDIX 7(A). DEFINITION OF TERMS

1. Full-time Equivalent Positions (FTE positions):
   FTE Positions = [full-time + (part-time/2)] number of personnel +
   [full-time + (part-time/2)] number of vacancies

2. Full-time Equivalent Vacancies (FTE vacant positions):
   FTE Vacant Positions = [full-time + (part-time/2)] number of vacancies

3. Vacancy Rate:
   Vacancy Rate = $\frac{\text{full-time equivalent vacant positions}}{\text{full-time equivalent positions}}$ X 100

4. Full-time Equivalent Resignations (FTE resignations):
   FTE Resignations = [full-time + (part-time/2)] number of resignations

5. Turnover Rate:
   Turnover Rate = $\frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}}$ X 100

APPENDIX 7(B). EXPLANATORY NOTES ON OCCUPATIONS MEASURED

1. In 1990, no data was collected on ambulance personnel employed by acute care hospitals. Information on ambulance personnel employed by acute care hospitals was collected for the first time in 1991.

2. In 1990, employers supplied data on *Medical Laboratory Scientists*. In 1991, this occupational group was divided into two separate occupational categories: *Clinical Scientists* (Masters or Ph.D. level training) and *Laboratory Scientists* (B.Sc. degree or equivalent).

3. In 1990, registered psychiatric nurses (RPNs) from one psychiatric hospital were included in the category of registered nurse (RN)- psychiatric speciality. In 1991, all RPNs were counted under the RPN category.

4. 'Other Health and Social Service Personnel' includes program administrators, clerical support and other health and social service personnel not elsewhere classified.

APPENDIX 8. ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
TOTAL		7,503	7,807	6,359	6,331	300,565	277,850	47.3	43.9	2,505	2,315
Ambulance Personnel (Paid)**	Total	0	9	0	9	0	115	0	12.8	0	1
	Emergency Medical Techs.-Ambulance	0	9	0	9	0	115	0	12.8	0	1
Child/Youth Care Personnel	Total	3	7	3	7	415	803	138.3	114.7	3	7
	Hospital Child Care Workers	3	7	3	7	415	803	138.3	114.7	3	7
Dental Hygienists	Total	1	2	1	2	9	39	9.0	19.5	0	0
	Dental Hygienists	1	2	1	2	9	39	9.0	19.5	0	0
Dietary Personnel	Total	327	375	245	294	16,317	13,090	66.6	44.5	136	109
	Dietary Technologists	5	5	1	4	86	203	86.0	50.7	1	2
	Food Service Workers	247	234	200	191	13,916	8,884	69.6	46.5	116	74
	Dietitians	36	59	32	50	1,575	2,766	49.2	55.3	13	23
	Nutritionists	6	0	6	0	294	0	49.0	0	2	0
	Other Dietary Personnel	33	77	6	49	446	1,237	74.3	25.2	4	10
Eye Care Personnel	Total	2	1	2	1	61	32	30.5	32.0	1	0
	Orthoptists	2	1	2	1	61	32	30.5	32.0	1	0
Health Records Personnel	Total	8	11	8	11	591	772	73.9	70.2	5	6
	Health/Medical Record Techs.	4	4	4	4	246	192	61.5	48.0	2	2
	Medical Dicta-Typists/Transcriptionists	2	4	2	4	102	262	51.0	65.5	1	2
	Other Health Care Records Personnel	2	3	2	3	243	318	121.5	106.0	2	3

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 8. ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Home Care Personnel	Total	28	12	28	12	2,479	1,345	88.5	112.1	21	11
	Personal Care Attendants	28	12	28	12	2,479	1,345	88.5	112.1	21	11
Lab/X-Ray/Diag/Therapeutic Personnel	Total	124	112	114	106	4,091	5,527	35.9	52.1	34	46
	Combined Lab/X-Ray Techs.	26	5	20	5	652	105	32.6	21.0	5	1
	Medical Lab. Techs.	30	34	30	34	1,742	2,606	58.1	76.6	15	22
	Medical Lab. Asst./Aides	17	17	17	15	615	965	36.2	64.3	5	8
	Respiratory Therapists	15	25	15	25	134	423	8.9	16.9	1	4
	Electrocardiograph (ECG/EKG) Techs.	3	3	1	2	8	116	8.0	58.0	0	1
	Laboratory Scientists**	0	2	0	2	0	292	0	146.0	0	2
	Medical Radiation Techs.	29	25	27	22	753	1,016	27.9	46.2	6	8
	Nuclear Medicine Techs.	0	1	0	1	0	4	0	4.0	0	0
	Diagnostic Medical Sonograhers	1	0	1	0	136	0	136.0	0	1	0
	Other Lab./X-Ray Personnel	3	0	3	0	51	0	17.0	0	0	0
Registered Nursing Personnel	Total	4,293	4,594	3,622	3,664	145,881	147,488	40.3	40.3	1,216	1,229
	Registered Nurses	4,293	4,594	3,622	3,664	145,881	147,488	40.3	40.3	1,216	1,229
Non-RN Nursing Personnel	Total	2,409	2,394	2,098	2,025	122,105	97,848	58.2	48.3	1,018	815
	Graduate Nurses	20	15	20	14	1,034	915	51.7	65.4	9	8
	Registered Psychiatric Nurses**	56	117	56	117	3,414	5,026	61.0	43.0	28	42
	Licensed Practical Nurses	1,285	1,261	1,093	1,079	54,386	52,750	49.8	48.9	453	440
	Operating Room Techs.	4	0	4	0	30	0	7.5	0	0	0

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 8. ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Non-RN Nursing Personnel	Other Nursing Staff	1,044	1,001	925	815	63,241	39,157	68.4	48.0	527	326
Pharmaceutical Personnel	Total	40	46	35	40	1,749	2,478	50.0	62.0	15	21
	Pharmacists	36	39	31	35	1,506	2,074	48.6	59.3	13	17
	Pharmacy Asst./Techs.	4	6	4	4	243	387	60.7	96.7	2	3
	Other Pharmaceutical Personnel	0	1	0	1	0	17	0	17.0	0	0
Psychological Personnel	Total	4	19	1	5	7	555	7.0	111.0	0	5
	Psychologists	4	8	1	2	7	98	7.0	49.0	0	1
	Psychological Assts.	0	6	0	3	0	457	0	152.3	0	4
	Other Psych./Counsellors/Therapists	0	5	0	0	0	0	0	0	0	0
Rehabilitation Therapy Personnel	Total	222	194	175	135	5,957	6,303	34.0	46.7	50	53
	Occupational Therapists	51	47	38	34	787	1,347	20.7	39.6	7	11
	Occupational Therapy Asst./Aides	1	0	1	0	171	0	171.0	0	1	0
	Physical Therapists	114	89	94	55	3,459	3,230	36.8	58.7	29	27
	Other Physical Therapy Personnel	0	7	0	4	0	222	0	55.5	0	2
	Speech-Language Pathologists**	14	2	5	1	87	48	17.4	48.0	1	0
	Speech Pathology Asst./Aides	0	1	0	1	0	16	0	16.0	0	0
	Clinical Audiologists	0	4	0	1	0	86	0	86.0	0	1
	Recreational Therapy Asst./Aides	15	6	15	6	965	210	64.3	35.0	8	2
	Prosthetic and Orthotic Clinicians/Techs	1	0	1	0	16	0	16.0	0	0	0

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 8. ALL HOSPITAL AND NURSING HOME FACILITIES COMBINED
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Rehabilitation Therapy Personnel	Recreational Therapists	11	8	10	8	247	375	24.7	46.9	2	3
	Rehabilitation Aides	8	7	8	7	178	118	22.3	16.9	1	1
	Other Rehabilitation Personnel	7	23	3	18	47	651	15.7	36.2	0	5
Social Work Personnel	Total	36	25	25	14	883	1,094	35.3	78.1	7	9
	Other Social Workers	36	25	25	14	883	1,094	35.3	78.1	7	9
Other Health/Social Service Personnel	Total	6	6	2	6	20	361	10.0	60.2	0	3
	Other Health/Social Service Personnel	6	6	2	6	20	361	10.0	60.2	0	3

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 9. ACUTE CARE HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
TOTAL		5,425	5,464	4,577	4,398	195,570	188,197	42.7	42.8	1,630	1,568
Ambulance Personnel (Paid)**	Total	0	9	0	9	0	115	0	12.8	0	1
	Emergency Medical Techs.-Ambulance	0	9	0	9	0	115	0	12.8	0	1
Child/Youth Care Personnel	Total	3	7	3	7	415	803	138.3	114.7	3	7
	Hospital Child Care Workers	3	7	3	7	415	803	138.3	114.7	3	7
Dental Hygienists	Total	0	2	0	2	0	39	0	19.5	0	0
	Dental Hygienists	0	2	0	2	0	39	0	19.5	0	0
Dietary Personnel	Total	248	271	173	190	11,774	8,879	68.1	46.7	98	74
	Dietary Technologists	4	5	1	4	86	203	86.0	50.7	1	2
	Food Service Workers	182	141	140	98	10,119	5,347	72.3	54.6	84	45
	Dietitians	24	51	21	42	876	2,266	41.7	54.0	7	19
	Nutritionists	6	0	6	0	294	0	49.0	0	2	0
	Other Dietary Personnel	32	74	5	46	399	1,063	79.8	23.1	3	9
Eye Care Personnel	Total	2	1	2	1	61	32	30.5	32.0	1	0
	Orthoptists	2	1	2	1	61	32	30.5	32.0	1	0
Health Records Personnel	Total	6	11	6	11	397	772	66.2	70.2	3	6
	Health/Medical Record Techs.	3	4	3	4	223	192	74.3	48.0	2	2
	Medical Dicta-Typists/Transcriptionists	2	4	2	4	102	262	51.0	65.5	1	2
	Other Health Care Records Personnel	1	3	1	3	72	318	72.0	106.0	1	3

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 9. ACUTE CARE HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Lab/X-Ray/Diag/Therapeutic Personnel	Total	124	111	114	105	4,091	5,489	35.9	52.3	34	46
	Combined Lab/X-Ray Techs.	26	5	20	5	652	105	32.6	21.0	5	1
	Medical Lab. Techs.	30	34	30	34	1,742	2,606	58.1	76.6	15	22
	Medical Lab. Asst./Aides	17	17	17	15	615	965	36.2	64.3	5	8
	Respiratory Therapists	15	24	15	24	134	385	8.9	16.0	1	3
	Electrocardiograph (ECG/EKG) Techs.	3	3	1	2	8	116	8.0	58.0	0	1
	Laboratory Scientists**	0	2	0	2	0	292	0	146.0	0	2
	Medical Radiation Techs.	29	25	27	22	753	1,016	27.9	46.2	6	8
	Nuclear Medicine Techs.	0	1	0	1	0	4	0	4.0	0	0
	Diagnostic Medical Sonographers	1	0	1	0	136	0	136.0	0	1	0
	Other Lab./X-Ray Personnel	3	0	3	0	51	0	17.0	0	0	0
Registered Nursing Personnel	Total	3,825	3,973	3,243	3,167	128,610	125,846	39.7	39.7	1,072	1,049
	Registered Nurses	3,825	3,973	3,243	3,167	128,610	125,846	39.7	39.7	1,072	1,049
Non-RN Nursing Personnel	Total	977	861	864	775	44,593	39,852	51.6	51.4	372	332
	Graduate Nurses	14	4	14	3	830	26	59.3	8.7	7	0
	Registered Psychiatric Nurses**	1	40	1	40	54	472	54.0	11.8	0	4
	Licensed Practical Nurses	930	775	818	709	41,390	38,338	50.6	54.1	345	319
	Operating Room Techs.	4	0	4	0	30	0	7.5	0	0	0
	Other Nursing Staff	28	42	27	23	2,289	1,016	84.8	44.2	19	8
Pharmaceutical Personnel	Total	33	40	30	34	1,500	1,804	50.0	53.1	12	15

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 9. ACUTE CARE HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Pharmaceutical Personnel	Pharmacists	29	33	26	29	1,257	1,400	48.3	48.3	10	12
	Pharmacy Asst./Techs.	4	6	4	4	243	387	60.7	96.7	2	3
	Other Pharmaceutical Personnel	0	1	0	1	0	17	0	17.0	0	0
Psychological Personnel	Total	4	17	1	3	7	457	7.0	152.3	0	4
	Psychologists	4	6	1	0	7	0	7.0	0	0	0
	Psychological Assts.	0	6	0	3	0	457	0	152.3	0	4
	Other Psych./Counsellors/Therapists	0	5	0	0	0	0	0	0	0	0
Rehabilitation Therapy Personnel	Total	163	134	116	78	3,412	3,045	29.4	39.0	28	25
	Occupational Therapists	38	35	25	22	391	546	15.6	24.8	3	5
	Occupational Therapy Asst./Aides	1	0	1	0	171	0	171.0	0	1	0
	Physical Therapists	101	69	81	35	2,622	1,698	32.4	48.5	22	14
	Speech-Language Pathologists**	12	2	3	1	53	48	17.7	48.0	0	0
	Speech Pathology Asst./Aides	0	1	0	1	0	16	0	16.0	0	0
	Clinical Audiologists	0	4	0	1	0	86	0	86.0	0	1
	Prosthetic and Orthotic Clinicians/Techs	1	0	1	0	16	0	16.0	0	0	0
	Recreational Therapists	4	0	3	0	151	0	50.3	0	1	0
	Other Rehabilitation Personnel	6	23	2	18	8	651	4.0	36.2	0	5
Social Work Personnel	Total	34	22	23	11	690	733	30.0	66.6	6	6
	Other Social Workers	34	22	23	11	690	733	30.0	66.6	6	6

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 9. ACUTE CARE HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Other Health/Social Service Personnel	Total	6	5	2	5	20	331	10.0	66.2	0	3
	Other Health/Social Service Personnel	6	5	2	5	20	331	10.0	66.2	0	3

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 10. AUXILIARY HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
TOTAL		1,255	1,564	969	1,174	48,486	49,595	50.0	42.2	404	413
Dental Hygienists	Total	1	0	1	0	9	0	9.0	0	0	0
	Dental Hygienists	1	0	1	0	9	0	9.0	0	0	0
Dietary Personnel	Total	18	53	11	53	745	2,046	67.7	38.6	6	17
	Dietary Technologists	1	0	0	0	0	0	0	0	0	0
	Food Service Workers	12	53	7	53	473	2,046	67.6	38.6	4	17
	Dietitians	4	0	3	0	225	0	75.0	0	2	0
	Other Dietary Personnel	1	0	1	0	47	0	47.0	0	0	0
Health Records Personnel	Total	2	0	2	0	194	0	97.0	0	2	0
	Health/Medical Record Techs.	1	0	1	0	23	0	23.0	0	0	0
	Other Health Care Records Personnel	1	0	1	0	171	0	171.0	0	1	0
Home Care Personnel	Total	28	12	28	12	2,479	1,345	88.5	112.1	21	11
	Personal Care Attendants	28	12	28	12	2,479	1,345	88.5	112.1	21	11
Lab/X-Ray/Diag/Therapeutic Personnel	Total	0	1	0	1	0	38	0	38.0	0	0
	Respiratory Therapists	0	1	0	1	0	38	0	38.0	0	0
Registered Nursing Personnel	Total	318	435	230	314	9,067	13,056	39.4	41.6	76	109
	Registered Nurses	318	435	230	314	9,067	13,056	39.4	41.6	76	109
Non-RN Nursing Personnel	Total	863	1,037	672	769	35,233	31,784	52.4	41.3	294	265
	Graduate Nurses	3	9	3	9	102	782	34.0	86.9	1	7
	Licensed Practical Nurses	318	457	238	341	11,436	13,103	48.1	38.4	95	109

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 10. AUXILIARY HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Non-RN Nursing Personnel	Other Nursing Staff	542	571	431	419	23,695	17,899	55.0	42.7	197	149
Pharmaceutical Personnel	Total	4	5	4	5	189	544	47.2	108.8	2	5
	Pharmacists	4	5	4	5	189	544	47.2	108.8	2	5
Rehabilitation Therapy Personnel	Total	21	21	21	20	570	782	27.1	39.1	5	7
	Occupational Therapists	5	3	5	3	92	260	18.4	86.7	1	2
	Physical Therapists	5	4	5	4	229	178	45.8	44.5	2	1
	Other Physical Therapy Personnel	0	2	0	1	0	46	0	46.0	0	0
	Speech-Language Pathologists**	1	0	1	0	9	0	9.0	0	0	0
	Recreational Therapy Asst./Aides	1	5	1	5	23	180	23.0	36.0	0	2
	Rehabilitation Aides	8	7	8	7	178	118	22.3	16.9	1	1
	Other Rehabilitation Personnel	1	0	1	0	39	0	39.0	0	0	0

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 11. NURSING HOMES
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
TOTAL		444	656	435	636	24,998	32,789	57.5	51.6	208	273
Dietary Personnel	Total	61	51	61	51	3,798	2,165	62.3	42.5	32	18
	Food Service Workers	53	40	53	40	3,324	1,491	62.7	37.3	28	12
	Dietitians	8	8	8	8	474	500	59.2	62.5	4	4
	Other Dietary Personnel	0	3	0	3	0	174	0	58.0	0	1
Registered Nursing Personnel	Total	84	181	83	178	4,894	8,408	59.0	47.2	41	70
	Registered Nurses	84	181	83	178	4,894	8,408	59.0	47.2	41	70
Non-RN Nursing Personnel	Total	261	387	254	372	14,321	20,101	56.4	54.0	119	168
	Graduate Nurses	3	2	3	2	102	107	34.0	53.5	1	1
	Registered Psychiatric Nurses**	0	4	0	4	0	124	0	31.0	0	1
	Licensed Practical Nurses	37	29	37	29	1,560	1,309	42.2	45.1	13	11
	Other Nursing Staff	221	352	214	337	12,659	18,561	59.2	55.1	105	155
Pharmaceutical Personnel	Total	2	1	1	1	60	130	60.0	130.0	1	1
	Pharmacists	2	1	1	1	60	130	60.0	130.0	1	1
Rehabilitation Therapy Personnel	Total	36	35	36	33	1,925	1,955	53.5	59.2	16	16
	Occupational Therapists	7	8	7	8	279	515	39.9	64.4	2	4
	Physical Therapists	8	15	8	15	608	1,168	76.0	77.9	5	10
	Other Physical Therapy Personnel	0	5	0	3	0	176	0	58.7	0	1
	Recreational Therapy Asst./Aides	14	1	14	1	942	30	67.3	30.0	8	0
	Recreational Therapists	7	6	7	6	96	66	13.7	11.0	1	1

(CONTINUED)

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 11. NURSING HOMES
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Other Health/Social Service Personnel	Total	0	1	0	1	0	30	0	30.0	0	0
	Other Health/Social Service Personnel	0	1	0	1	0	30	0	30.0	0	0

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).

APPENDIX 12. PSYCHIATRIC HOSPITALS
CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL EMPLOYED BETWEEN MARCH 1-31, 1990 AND 1991:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		# CASUAL WORKERS		# CASUAL WORKERS WITH HOURS REPORTED		TOTAL CASUAL HOURS REPORTED		MEAN HOURS WORKED PER WORKER		CASUAL HOURS CONVERTED TO F-T WORKER*	
		1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
TOTAL		379	123	378	123	31,511	7,269	83.4	59.1	263	61
Registered Nursing Personnel	Total	121	78	121	78	6,670	4,608	55.1	59.1	56	38
	RN/RPNs	121	78	121	78	6,670	4,608	55.1	59.1	56	38
Non-RN Nursing Personnel	Total	253	36	253	36	24,598	1,681	97.2	46.7	205	14
	Other Nursing Staff	253	36	253	36	24,598	1,681	97.2	46.7	205	14
Pharmaceutical Personnel	Total	1	0	0	0	0	0	0	0	0	0
	Pharmacists	1	0	0	0	0	0	0	0	0	0
Psychological Personnel	Total	0	2	0	2	0	98	0	49.0	0	1
	Psychologists	0	2	0	2	0	98	0	49.0	0	1
Rehabilitation Therapy Personnel	Total	2	4	2	4	50	521	25.0	130.3	0	4
	Occupational Therapists	1	1	1	1	25	26	25.0	26.0	0	0
	Physical Therapists	0	1	0	1	0	186	0	186.0	0	2
	Speech-Language Pathologists**	1	0	1	0	25	0	25.0	0	0	0
	Recreational Therapists	0	2	0	2	0	309	0	154.5	0	3
Social Work Personnel	Total	2	3	2	3	193	361	96.5	120.3	2	3
	Other Social Workers	2	3	2	3	193	361	96.5	120.3	2	3

*The total number of casual hours were converted to the equivalent number of workers working full-time for one month. In the computation, the total number of hours worked by casual personnel was divided by the monthly hours worked by one full-time worker (120 hours - based on a 30 hour week).
**See explanatory notes given in Appendix 7(b).